BUDGET 1995
The Realities of Deficit Reduction
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CAUT ACPPU
BULLETIN

INSERT
1995 SWC Supplement
Supplément du CSF 1995

Vol. 42, No. 4—April 1995 avril

Policy in Print

CAUT Calls for Reform of Governance

On Feb. 7 CAUT released its *Policy Statement on University Governance* which received final approval from CAUT Council at its meeting in May 1994. CAUT President Joyce Lorimer noted that in these days of cutbacks and other substantial changes in universities, governance is likely to become a significant issue on many campuses, particularly those where the faculty association does not have certification as a bargaining agent.

Even where the faculty association is a bargaining agent, the collective agreement, she added, frequently specifies important roles for senior academic bodies. Senates or other senior academic bodies may be required to consider downsizing, reorganization, or the transfer of programs. Unreformed senates simply will not have credibility in this area.

The policy statement deals with the reform of senates, boards of governors, faculty and library councils, and the roles of the administration and of the faculty association in university governance and calls for an enhanced role for the university senate or senior academic body (general faculties' councils in Saskatchewan and Alberta).

The *Policy Statement on University Governance* recommends:

• the creation of the post of speaker to be an independent chair of the senate;

• ex-officio voting status for the president of the university and the vice-president (academic) — all other senior administrators to have voice but no vote unless they are elected in their own right by their faculties;

• a membership predominantly composed of elected academic staff (full-time faculty, part-time faculty, academic counsellors, professional librarians) with smaller numbers of elected students and alumni plus two representatives from the board of governors; and

• the presidents of the various unions on campus should have voice but no vote on the senate.

The document also calls for an enhanced role for senates in budgetary deliberations. There should be a senate finance committee which should be chaired by an elected member of senate. Its meetings should be open as should those of its subcommittees. It should see and analyze the line budget of the university. It should hold open hearings on the budget and should ensure that those who might be deleteriously affected have an opportunity to appear and make their case.

The administration's budget plus the recommendations of the finance committee should be debated and voted in senate. The senate should report on the administration's budget and any amendments it wishes to propose. In this way the board of governors will see real options and not just the budget proposals of the administration when it makes the final decision.

There should be standing committees for planning and equity. These could be joint board/senate committees provided they are chaired by an elected member of senate. University officers dealing with equity, sexual harassment and similar areas should report to the senate, not just to the president of the university.

The policy statement calls for the appointment of senior academic officers (president, vice-presidents academic, research and graduate studies) by the board with the advice and consent of the senate after receiving the report of a properly constituted search committee. If the board opposes the recommendations

See GOVERNANCE... Page 4 ☞

Publication d'un énoncé de principes

L'ACPPU demande une réforme de la direction universitaire

L'ACPPU a rendu public le 7 février l'*Énoncé de principes sur la direction des universités*, que le Conseil a approuvé à son assemblée de mai 1994. La présidente de l'ACPPU, Mme Joyce Lorimer, a fait remarquer que la question de la direction est appelée à prendre beaucoup d'importance dans nombre d'universités, en particulier celles où l'association de professeurs n'est pas accréditée comme agent de négociation, à une époque où elles subissent des compressions budgétaires et des bouleversements considérables. Elle a ajouté que, même si l'association de professeurs est un agent de négociation, la convention collective précise souvent d'importants rôles pour les instances supérieures. Les conseils d'université ou d'autres instances supérieures seront peut-être forcés d'envisager la rationalisation, la réorganisation ou le transfert de programmes. Les conseils d'université qui n'auront pas été réformés n'auront aucune crédibilité à ce chapitre.

L'énoncé de principes de l'ACPPU sur la direction des universités traite de la réforme des conseils d'université, des conseils d'administration, des conseils de faculté et de bibliothèque ainsi que du rôle de l'administration et de l'association des professeurs dans la direction de l'université. Il prône également un rôle accru du conseil d'université ou de l'instance supérieure (conseil général des facultés en Saskatchewan et en Alberta).

Voici ses recommandations:

• La création d'un poste de président indépendant du conseil d'université;

• Le recteur et le vice-recteur aux affaires universitaires siègent d'office et jouissent d'un droit de vote. Tous les autres cadres supérieurs ont seulement le droit de parole sauf s'ils sont élus à titre personnel par les facultés qu'ils représentent;

• Des universitaires élus devraient principalement composer le conseil d'université (professeurs, professeurs à temps partiel, conseillers pédagogiques, biblio-

Voir RÉFORME... à la page 4 ☞

Concordia Experiments with Openness

On March 30 Concordia University's Board of Govetnors appointed Dr. Frederick H. Lowy as Rector and Vice-Chancellor for a five-year term beginning Aug. 15, 1995. The decision was unanimous.

On March 20, ten days before the announcement, Concordia University experimented with a new and open procedure for the selection of a new rector. The board of governors decided to have an open meeting of the senate and board to interview the three short-listed candidates. Members of the university community were also invited to listen. More than 350 showed up.

Those on the senate, boatd and the search committee could ask questions and members of the univetsity community were invited by public advertisements to put questions at the meeting through their representatives. William Knitter, president of Concordia University Faculty Association, was not formally asked to participate in the joint senate/board meeting, but did so because he was a member of senate.

Members of the university community were also invited to submit any comments they might have arising from the meeting to the search committee.

Frederick H. Lowy

In making the announcement, Board of Governors Chairman Reginald K. Groome, said that the new seatch process introduced at Concordia had produced "a first-rate field of candidates fot Rector."

The board of governors has decided to follow the same procedure in the choice of vice-rector academic. A similar procedure was followed recently in the selection of the dean of commerce but limited to those involved with the faculty of commerce.

A subcommittee of the Concordia University senate has recommended much more open procedures for the university. ■

CAUT Council will be discussing a policy statement on openness and transparency at its next meeting.

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HIGHLIGHTS

Budget 1995

The most important news in the federal budget was the decision to abolish EPF including the payments in respect of post-secondary education and group all the transfer payments for health, education and welfare together in one lump sum to the provinces which would be substantially reduced and probably abolished over time. This will be put in place in a year's time after negotiations between Ottawa and the provinces. The transfers were discussed in the last issue of the *Bulletin* and will be the subject of future coverage as negotiations develop. Meanwhile more and more groups are discovering that the budget affects them and on the following pages is coverage of some of these issues. We have also included two totally divergent views from the media on what the budget means.

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EN BREF

Budget 1995

Le fait saillant le plus important du budget fédéral a été la décision d'abolir le FPE y compris les paiements de transfert au titre de l'enseignement postsecondaire et de réunir sous une même enveloppe les paiements de transfert pour la santé, l'éducation et le bien-être social. Ces crédits seront considérablement réduits et peut-être abolis avec le temps. Cette mesure sera mise en place dans un an après des négociations entre le fédéral et les provinces. La question des paiements de transfert a fait l'objet d'un reportage dans le dernier numéro du *Bulletin*. Il en sera encore question dans d'autres articles au fur et à mesure des négociations. Dans l'intervalle, de plus en plus de groupes constatent que le budget les touche. Les articles suivants traitent de certains de ces problèmes. Nous avons aussi ajouté deux opinions divergentes des médias sur la signification du budget.

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Confidentialité des salaires :
méfiance accrue du public

LETTERS COURRIER

Alternative budget puts people first

In the spring of 1994, the Canadian Centre for Policy Alternatives and CHO!CES, a Winnipeg-based social justice coalition, initiated a project to prepare an alternative federal budget for 1995. This project culminated on Feb. 16 with the release of the alternative budget in nine cities: Ottawa, Toronto, Winnipeg, Brandon, Regina, Edmonton, Vancouver, Charlottetown and Fredericton.

The project sponsors have reason to be pleased with the outcome. From the outset, the preparation of the budget was a grass roots undertaking involving extensive consultations and input from numerous organizations and individuals across the country. As Jeniffer Howard, a student at Brandon University put it, "the alternative budget project demystified the budgetary process and demonstrated the potential for bringing organizations and people together in common cause."

The budget starts from the premise that "...a budget embodies choices, and that the choices that are made reflect the political values and priorities of the government." The alternative budget puts people first, and then proceeds to demonstrate that Paul Martin's stated objective of reducing the deficit to three per cent of Gross Domestic Product by 1996-97 can be achieved without cuts to social programs and without increases in taxes for people in middle income groups. Indeed, the alternative budget would expand and enrich social programs and restructure the tax system to make it more equitable.

On post-secondary education, the alternative budget states: There are compelling reasons for maintaining a strong federal presence in the funding of PSE. It greatly assists the have-not provinces to maintain high educational standards, and it provides a mechanism for reducing income inequalities by allowing disadvantaged groups to gain access to PSE.

In the new economic environment of the 1990s, it is more important than ever to have a highly educated and skilled work force. Indeed, PSE is now a crucial element of any overall industrial strategy aimed at improving our economy and helping Canadians find and keep well-paying jobs...

More specifically, the alternative budget rejects the Axworthy option and calls for the reinstatement of "...the base escalator clause in the cash portion of the education segment of Established Programs Financing." This would add $50 million to the cash transfer in 1995-96 and $100 million in 1996-97.

As well, the alternative budget would provide national grants to students "...to offset the impact of recent tuition fee increases, the rising cost of books, etc." The amounts earmarked for this purpose are $400 million in 1995-96 and $800 million in 1997-98.

The alternative budget also promises "... a Canada Post-Secondary Act which incorporates national standards guaranteeing accessibility and universality for all Canadians."

Media coverage of the alternative budget was, on the whole, exceptional. In some places, it was given front-page treatment in newspapers and extended coverage on TV and radio. Moreover, the event was given detailed coverage on CBC radio, and was featured on "As It Happens."

Since the intention of the Canadian Centre for Policy Alternatives and CHO!CES is to prepare an alternative budget again next year, we would urge all faculty associations to submit comments and suggestions on how the position on post-secondary education can be clarified and strengthened.

We would like to take the opportunity here, to thank the faculty associations that responded to a MOFA initiative with financial contributions to this year's project, namely: Acadia, Dalhousie, Mount Saint Vincent, Lethbridge, Carleton, Regina, Mount Allison and CUFA BC. We look forward to an even more successful project next year.

Copies of the alternative budget can be obtained from the Canadian Centre for Policy Alternatives (613-563-1341) or CHO!CES (204-942-0343).

ERROL BLACK & ROBERT CHERNOMAS
President & Vice-President
Manitoba Organization of Faculty Associations

Thanks for policy statement

Thank you for sending a copy of your new *Policy Statement on University Governance*.

In the event that we undertake a review of our governance at St. Francis Xavier University we will keep your policy statement in mind. I would also like to note that most of the suggestions in your statement are already in effect at our university.

DAVID J. LAWLESS
President, St. Francis Xavier University

LETTERS continue.../COURRIER suite à la... Page 8 ☞

ARE YOU READY FOR COUNCIL?
It's Coming April 27 to 30, 1995.

PRÊTS POUR LE CONSEIL?
C'est bientôt, du 27 au
30 avril 1995.

COMMENTS? QUESTIONS?

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Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2 613/820-2270

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 34,000. Indexed in the Canadian Education Index. ISSN 0007-7887.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 613/820-2270

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen: 34 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887.

Changes to RRSP Limit to Affect High-Income Pension Plan Members

ALTHOUGH PAUL MARTIN'S February budget contained several tough economic measures for Canadians, there were no proposed increases to personal income tax rates. However, there were significant changes in the budget in the area of contribution limits for Retirement Savings and Pension Plans. These changes are largely targeted at higher income earners or special situations.

Beginning in 1996, the following changes come into effect:

• The limit on deductible contributions to Registered Retirement Savings Plans (RRSPs) will be reduced to $13,500 for 1996 and 1997, and then increased to $14,500 in 1998, and $15,500 in 1999. Individuals with earnings above $75,000 per year will be affected by the change in limits in the next two years.

• The limit on contributions to Money-Purchase Pension Plans will also be reduced to $13,500 in 1996, and then increased to $14,500 in 1997, and $15,500 in 1998.

• The limit on employer contributions to Deferred Profit Sharing Plans (DPSPs) will continue to be one-half the limit for Money-Purchase Pension Plans.

• The current maximum pension limit for Defined-Benefit Registered Plans will be frozen until 1998.

• The Pension and DPSP limits will be indexed beginning in 1999, and the RRSP limit in 2000.

• In 1996, the $8,000 allowance for over-contributions to RRSPs will be reduced to $2,000. This will be phased in to allow existing excess contributions to be retained until they can be deducted against new RRSP room.

• Transfers of Retiring Allowances to an RRSP of up to $2,000 per year of service will be eliminated for years of service after 1995. Employees will still be able to contribute up to $2,000 a year for each year of service worked between 1989 and 1995, and up to $1,500 for each year before 1989.

The good news is that Martin did not announce any taxes on RRSPs, any permanent cuts to RRSP limits, or other more drastic actions that had been rumoured prior to the budget. According to newspaper reports, Finance officials have said that further changes to RRSPs are unlikely. ■

Changes to Senior's Pensions on the Horizon

DESPITE THE LACK OF DETAILS, the February budget gave notice to high-income seniors that they could expect less from the government in future years. Finance Minister Paul Martin, in his February budget speech, stated that the country's finance ministers will meet this fall to discuss the future of the Canada Pension Plan. In addition, a government paper to be released later this year will outline the changes required in the public pension system to "ensure its affordability."

Under scrutiny are the Old Age Security (OAS) benefit that goes to every senior and the Guaranteed Income Supplement (GIS) which goes to low income seniors. These two programs currently cost in excess of $20 billion.

Several years back, the payment of OAS to high-income seniors became subject to the "clawback" rules. All seniors received the benefit, but an individual with income over $53,215 was required to pay some or all of the benefit back at tax time. As of July 1996 monthly OAS payments will be calculated and paid with the clawback amount subtracted, based on the previous year's tax return. Finance Minister Martin also said that the OAS threshold will be reduced.

Other changes expected include basing the OAS benefit on family income instead of individual income. Currently, a married couple, each with $50,000 income, is not affected by the clawback.

"Snowbirds" will also have their wings clipped. A loophole has allowed wealthy seniors living outside of Canada to get their OAS cheque and not have it clawed back. Beginning next year, Canadians who live abroad permanently will lose at least one-quarter of their monthly OAS cheques. If they don't tell Ottawa how much they earn, or if they do and earn more than $84,000, they will lose OAS completely. ■

SAVANT RAPPEL

L'Université du Québec à Montréal se prépare à recevoir les milliers de membres des quelque cent sociétés savantes des secteurs des sciences sociales et humaines qui se réuniront chez elle à l'occasion de leur Congrès annuel.

Rencontres, évènements spéciaux, activités thématiques sur le cinéma, le travail, le Salon des éditeurs et tant d'autres activités vous attendent...

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LEARNED REMINDER

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TAX FACTS

Budget Brings New Rules on Tax Year-End

BY STEVEN DYCK

The 1995 federal budget has been presented to Canadians, and to their international creditors, and has generally satisfied both, at least in the short term. We can look forward to declining deficits, although any deficit at all represents an increase in the debt, and therefore higher interest costs (currently 30 per cent of the federal budget). Taxpayers can also take relief in the decision not to increase personal tax rates, although there are changes to RRSP deduction limits once again.

The academic community is most directly affected, however, by new rules covering self-employed individuals — including professors who earn non-employment income via honoraria, royalties, etc. All such "sole proprietorships" now must adopt a Dec. 31 year-end, for fiscal periods beginning after 1994.

There will be a "stub-period" of 1995 income for taxpayers with current non-December year-ends, in respect of which transitional rules have been devised. For example, assume a taxpayer has a September year-end: in 1994 the taxpayer recognizes self-employment income for the 12 months to Sept. 30, 1994 and in 1995 recognizes income for the year to Sept. 30, 1995.

Beginning in 1996 the self-employment fiscal year will be January-December 1996. However, the stub period income of October-December 1995 will be taken into income on the basis of a minimum of five per cent in 1995, ten per cent in each of the next eight years, and 15 per cent in the tenth year. The reserve is no longer available if the individual ceases to carry on business during the transitional 10 years.

In effect, the stub period income reserve which is taken into income each year will be taxed at the taxpayer's marginal rate, so the taxpayer must remember to top up any instalment payments to avoid non-deductible interest. Some may also be tempted to take a second look at corporations as a tax-planning vehicle. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Fusionner Radio-Québec et Télé-université

Le premier ministre souhaite un retour à une télévision éducative

PAR MICHEL VENNE

LE PREMIER MINISTRE JACQUES Parizeau a confirmé hier que Radio-Québec verrait son budget amputé de 10 millions $ pour l'année qui commence le 1er avril, ainsi que son intention de réviser le mandat du radiodiffuseur pour le recentrer sur sa mission éducative.

M. Parizeau, qui est également ministre de la Culture et des Communications, a même évoqué la possibilité de mettre en commun Radio-Québec et Télé-université, dans le cadre d'un examen de la télévision éducative au Québec.

Télé-université est une composante de l'Université du Québec et offre des services d'enseignement à distance, entre autres par l'entremise de la télévision. Télé-université est une véritable université, cependant, dont les cours permettent d'accumuler des crédits universitaires et d'obtenir des diplômes de 1er et de 2e cycles, ainsi que des certificats, dans tous les domaines du savoir.

«Il est temps de redéfinir la mission de Radio-Québec», a dit M. Parizeau, hier, en répondant aux critiques de la députée libérale Liza Frulla à l'endroit des compressions imposées au radiodiffuseur. «J'ai regardé des choses comme TV-Ontario. C'est pas mal, TV-Ontario, et beaucoup de gens considèrent que c'est une sorte de modèle dans le genre.»

M. Parizeau a rappelé que le Québec dispose, outre Radio-Québec, d'une autre télévision éducative, Télé-université, «Il y a 20 millions qui vont là-dedans. En fait, dans les télévisions d'État, au Québec, on met, à l'heure actuelle, pas loin de 100 millions.»

«Il faut réexaminer tout ça», dit-il. «Je pense qu'il faut se brancher assez rapidement là-dessus et qu'on intégrera bien la télévision éducative au Québec. Je pense que ça peut se faire pour moins cher que ce que nous avons dépensé jusqu'à maintenant.»

Le premier ministre a demandé au conseil d'administration de Radio-Québec de produire un rapport sur son avenir. Dans une entrevue au *Devoir*, le président intérimaire Alain Dufour confirmait le 11 mars le recentrage éducatif.

Par la suite, M. Parizeau formera un groupe de travail pour étudier la question. Une décision sera prise rapidement par la suite. M. Parizeau a déclaré au *Devoir*, hier, qu'il ne voulait pas préjuger des conclusions. Ainsi, l'intégration de Radio-Québec et de Télé-université est une idée qu'il veut faire examiner, mais son lit n'est pas encore fait. ■

(Reproduit avec la permission du Devoir, le 24 mars 1995.)

Publication d'un énoncé de principes

L'ACPPU demande une réforme de la direction universitaire

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thécaires) ainsi que dans une proportion moindre, des étudiants élus, des anciens étudiants et deux représentants du conseil d'administration;

• Les présidents des divers syndicats de l'université devraient avoir le droit de parole mais non le droit de vote au conseil d'université.

Le document prône un rôle accru des conseils d'université dans les délibérations budgétaires. Un comité des finances devrait être mis sur pied au sein du conseil d'université et il devrait être présidé par un membre élu de ce dernier. Les réunions du comité des finances devraient être publiques ainsi que celles de ses sous-comités. Il devrait pouvoir consulter et analyser le budget-objet de l'université. Il devrait tenir des audiences publiques sur le budget et s'assurer que les personnes qui pourraient en subir des effets négatifs comparaissent à ces audiences et se fassent entendre.

Le budget de l'administration et les recommandations du comité des finances devraient être discutés et votés au conseil d'université. Ce dernier devrait faire rapport sur le budget de l'administration et sur les modifications qu'il souhaite proposer. Lorsqu'il prendra sa décision définitive, le conseil d'administration verra ainsi quels sont les vrais choix et non pas seulement les propositions budgétaires de l'administration.

Il faudrait également créer des comités permanents pour la planification et l'équité. Ils pourraient être des comités mixtes des conseils d'administration et d'université à condition qu'ils soient présidés par un membre élu du conseil d'université. Les agents chargés de l'équité, de la lutte au harcèlement sexuel et de domaines semblables devraient faire rapport au conseil d'université et non pas uniquement au recteur de l'université.

En vertu de l'énoncé de principes, le conseil d'administration devrait nommer les cadres supérieurs, soit le recteur, les vice-recteurs aux affaires universitaires, à la recherche et aux études supérieures, en consultation avec le conseil d'université et avec son consentement et après avoir reçu le rapport d'un comité de recrutement mis sur pied en bonne et due forme. Si le conseil s'oppose aux recommandations du comité de recrutement et du conseil d'université, il devrait alors procéder à une nouvelle recherche de candidats et ne pas tenter d'imposer son candidat.

Le conseil d'université et le conseil d'administration devraient approuver l'adhésion de l'université à des associations du genre de l'AUCC et à des associations régionales d'administrateurs. Il devrait exiger du recteur de faire rapport en temps utiles sur les positions principales adoptées par ces organismes. Le recteur devrait également lui indiquer s'il a appuyé ces initiatives.

L'énoncé de principes prône également une réforme des conseils d'administration en particulier en ce qui concerne leur taille, la fréquence de leurs réunions et la sélection de leurs membres.

Le document demande également la création de conseils de bibliothèque, composés principalement de bibliothécaires d'université, sur le modèle des conseils de faculté et là où le nombre le permet.

On y souligne également le rôle important de l'association des professeurs dans la négociation d'une gamme de procédures touchant les conditions d'emploi des professeurs.

L'énoncé de principes découle des débats du Conseil de l'ACPPU sur le rapport qu'il avait commandé et intitulé *Autonomie de direction et responsabilité publique des universités*, rendu public en 1993. Le rapport a été rédigé à l'intention de l'ACPPU par le groupe d'étude indépendant formé du professeur Ken McGovern, de l'Université de Regina, du professeur Guy Bourgeault, de l'Université de Montréal et ancien président de la Commission canadienne pour l'UNESCO, et du professeur Ernst Benjamin, ex-secrétaire général de l'American Association of University Professors.

À la réunion qu'il tiendra à la fin d'avril, le Conseil de l'ACPPU étudiera un deuxième énoncé de principes découlant du rapport du groupe d'étude indépendant. Cet énoncé portera sur la transparence à l'université et dans les ministères traitant avec le secteur de l'enseignement supérieur. ■

Le Conseil se compose des présidents et présidentes de toutes les associations locales de professeurs et de toutes les associations provinciales membres. On peut obtenir des exemplaires de l'Énoncé de principes sur la direction des universités auprès des secrétariats des associations de professeurs ou auprès de l'ACPPU.

18th Annual

COLLECTIVE BARGAINING CONFERENCE

Hôtel La Sapinière, Val-David, Quebec

Saturday Evening June 10 to Wednesday P.M. June 14, 1995

Hôtel La Sapinière is located on the shores of Lac La Sapinière in the heart of the Laurentian Mountains approximately 1 hour from Montreal.

The conference is a training conference, with a primary focus on the development of skills required in all aspects of the collective bargaining process. Simultaneous sessions will accommodate the different levels of experience of conference participants. Current issues in faculty collective bargaining will also be addressed. Open to nominees of faculty associations or other unions.

For information contact Mauteen Kilgour, Nancy Gordon or Louise Desjardins at CAUT, 613.820.2270.

18e conférence annuelle

SUR LA NÉGOCIATION COLLECTIVE

Hôtel La Sapinière, Val-David, Québec

Du samedi 10 juin en soirée au mercredi 14 juin 1995 en après-midi

L'hôtel La Sapinière est situé sur les rives du lac La Sapinière, au coeur des Laurentides, à environ une heure de Montréal.

La conférence vise à donner de la formation et sa mission première est le développement de compétences exigées dans tous les aspects du processus de négociation collective. Elle comportera des séances simultanées qui accommoderont les divers niveaux d'expérience des participants et participantes. Les enjeux actuels des négociations collectives des corps professoraux seront également traités. Elle s'adresse aux membres des associations de professeurs ou d'autres syndicats.

Pour renseignements communiquer avec Mauteen Kilgour, Nancy Gordon ou Louise Desjardins, à l'ACPPU, au 613.820.2270.

Policy in Print

CAUT Calls for Reform of Governance

FROM PAGE 1

of the search committee and the senate, it should order a new seatch and not try to parachute its own candidate into office.

The senate as well as the board should approve corporate membership by the university in outside bodies such as the Association of Universities and College of Canada and regional organizations of administrators. It should require timely reports by the ptesident concerning the major positions adopted by such bodies and whether the president supported such initiatives.

The policy statement also calls for the reform of boards of governors particularly in relation to size, frequency of meetings and the process by which board members ate chosen.

The document further calls for the creation of library councils predominantly composed of academic librarians along the lines of faculty councils where size permits.

It also notes the important role of the faculty association in negotiating a wide variety of procedures involving the terms and conditions of employment of the faculty.

The policy statement arose from debates on the report that CAUT council commissioned entitled, *Governance & Accountability*, published in 1993. This report was written for CAUT by an independent study group composed of Ken McGovern of the Univetsity of Regina, Guy Bourgeault of the Université de Montréal and former chair of the Canadian Commission for UNESCO, and Ernst Benjamin, former genetal secretary of the American Association of University Professors.

CAUT council will be considering a second policy statement, arising from the report of the independent study group, at its meeting at the end of April. This second policy statement will address the issues of openness and transparency within the university and in government departments dealing with higher education. ■

CAUT Council is composed of the presidents of all member local and provincial faculty associations. Copies of the Policy Statement on University Governance can be found in all faculty association offices or can be secured from CAUT.

La nouvelle stratégie de Paul Martin en recherche : coupez...

Premières coupes sombres des budgets des conseils de recherches.

PAR ROBERT LÉGER

MÊME SI LE FINANCEMENT des conseils de recherches n'augmentaient pas aussi rapidement que le nombre de demandes de subventions, les budgets des conseil n'avaient pas encore subi de compressions trop sérieuses. C'était avant la présentation du budget de M. Martin, à la fin février.

Les fonds du Conseil de recherches médicales seront réduits de 10 p. 100 sur trois ans par rapport à ce qu'ils auraient dû être. De la même façon, les fonds du Conseil de recherches en sciences naturelles et en génie et du Conseil de recherches en sciences humaines seront réduits de 14 p. 100 chacun au bout de trois ans. De plus, le Conseil national de recherches fait face à une réduction de ses dépenses de 76 millions de dollars, 17 p. 100 de son budget actuel. À l'annonce de ces chiffres, la présidente de l'ACPPU, Mme Joyce Lorimer, réagissait en ces termes: «Nous pouvons brûlet le livre touge; il ne reste plus rien de ses promesses sur l'enseignement postsecondaire ou sur la R&D.»

Même le très conservateur *Globe and Mail* trouve que les coupures dans le domaine de la recherche vont trop loin. Dans un éditorial du 18 mars 1995, intitulé «Research cuts run contrary to federal policy», le journal pense qu'il est inconcevable que ces actions soient dans le meilleur intérêt du pays. Plus loin on ajoute que, même si nous créons de nouveaux partenariats dans un environnement fiscal différent, le gouvernement fédéral doit maintenir une position de leadership.

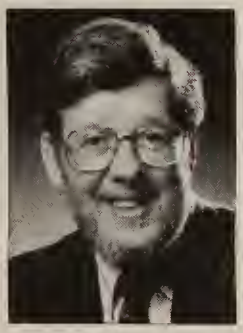
Le Conseil de recherches médicales a décidé de sabrer tous ses programmes également et de réduire leurs engagements présents ou courants de 5 p. 100. Ainsi les Centres d'excellence (médecine) recevront 5 p. 100 de moins de ce qu'ils auraient dû recevoir la première année, 7,5 p. 100 la deuxième année et 10 p. 100 la troisième année.

Le Conseil de recherches en sciences naturelles et en génie va donner la priorité à ses programmes de base. Plusieurs de ces programmes vont recevoir en 1995-1996 exactement le même financement que cette année (voir tableau). Par contre, plusieurs autres programmes sont tout simplement éliminés, ce qui permettra, pour les trois prochaines années, des réductions globales de 5 p. 100, 9,8 p. 100 et de 14 p. 100 par rapport aux niveaux de financement qui avaient préalablement été approuvés. Rappelons que le Conseil de recherches en sciences naturelles et en génie a décidé d'éliminer le programme de Subventions générales de recherche et ce avant le budget. En 1994-1995, six millions de dollars étaient prévus pour ce programme (voir tableau). Le programme Professeures-Boursières sera lentement éliminé après le concours de 1995. Le Consortium national des sociétés scientifiques et pédagogiques, ainsi que l'ACPPU, ont vigoureusement protesté contre ces deux coupures.

Le Conseil de recherches en sciences humaines a décidé de procéder de la même façon, en d'autres mots, par des coupes sélectives. Pour ce Conseil, le financement de la recherche de base en sciences sociales et humaines par des subventions directes aux particuliers ou aux groupes de chercheurs est une de leurs plus grandes priorités. L'Aide aux revues savantes, aux éditions savantes et aux Conférences a été diminuée dans la même proportion que la coupure globale du Conseil de recherches en sciences humaines. Par contre, le Programme d'aide aux petites universités sera réduit de 25 p. 100. Le Programme de subventions à l'accroissement des collections spécialisées de recherche sera éventuellement éliminé.

La Fédération des sciences sociales et la Fédération canadienne des études humaines reçoivent d'importantes subventions du Conseil de recherches en sciences humaines. Pour la première fédération, cela représente, bon an mal an, de 50 à 60 p. 100 de son budget. Ces subventions seront tellement réduites qu'au bout de trois ans, elles vont tout simplement disparaître.

Il en est de même pour l'aide aux Sociétés savantes.



Peter Morrand — la recherche universitaire en priorité

PETER MORAND S'ADRESSE AU CONSORTIUM

Lors de la dernière réunion du Consortium national des sociétés scientifiques et pédagogiques, le conferencier invité était M. Peter Morand, président du Conseil de recherches en sciences naturelles et en génie. Il a expliqué les choix faits par son conseil à la suite du dernier budget, en disant en particulier que le financement de la recherche universitaire était une priorité pour le Conseil.

Il a aussi brièvement parlé de la réaction de certains chercheurs qui, s'étant fait refuser une subvention, blâmenr le processus d'allocation des ressources par les pairs. Il a argumenté que le problème ici n'était pas le processus, mais plutôt le fait que les budgets n'étaient pas suffisants pour financer tous les projets de recherche valables.

BATAILLE PERDUE

Lors de l'Examen fédéral des sciences et de la technologie qui s'est déroulé en 1994, les ministres Gerrard et Manley onr toujours parlé avec enthousiasme de l'importance de la recherche. Et tous les participants étaient unanimes pour leur démontrer que la recherche universitaire était une composanre cruciale de l'effort en R&D au Canada.

Si l'on se fie au dernier budget, l'on peut conclure que ces deux ministres ont perdu la bataille de la science er de la technologie et que la politique en matière de science et de technologie est, pour le moment, déterminée par le ministère des Finances. Cette politique, qui n'en est pas vraiment une, se résume à un mot: compressions.

Un rapport sur la nouvelle stratégie du gouvernement fédéral en matière de sciences et de technologie, faisant suite à l'Examen dont on a parlé précédemment, sera publié vers le mois de juin 1995. On verra alors où se situe le gouvernement fédéral, et en particulier Gerrard et Manley, sur la question de la science et de la technologie. Au prochain budget, nous saurons si ces deux ministres vont gagner la guerre. ■

(Robert Léger est agent des relations avec les gouvernements à l'ACPPU)

Ottawa Shuts Tap on Science Awards

BY JENNIFER LEWINGTON

GOVERNMENTS (AND OTHers) spout plenty of rhetoric about Canada turning out more scientists and engineers, especially women. Then there is the reality.

A footnote from the recent federal budger was Ottawa's cancellation of the country's largest program of university and college scholarships, awatded to high achievers studying natural sciences, engineering and technology. The Canada Scholarships Program, split evenly between men and women, gives $2,500 a year each to 4,100 students who enter college and university with A grades and maintain them for their diploma or degree. Awards to cutrent scholars will be honoured.

Financed thtough federal and private-sector money, the progtam is given ctedit fot encouraging high-school students, especially women, to follow math and science careers.

The Association of Universities and Colleges of Canada, which administers the university side of the program, reports that a decline in female enrolment in undergraduate science and engineering ended when Otrawa introduced the scholarships in 1988. Over the next four years, women's entolment in science and engineering jumped 32 per cent compared to 18 per cent in other disciplines; a similar but less dramatic pattern emerged for male students.

"This is a national award for the best and the brightest in science and technology," bestowed by the prime minister, said Claude Lajeunesse, president of AUCC. "I hope they will tethink it."

A spokesman for Industry Minister John Manley, the minister responsible, blames the deficit, noting other worthwhile programs also got the chop. He and othets express surprise that the cancellation has sparked so little outcry.

One long shot for saving the scholarships would be joint action by post-secondary institutions and the private sector, though without the national cachet of the current program. ■

(Reprinted with permission from The Globe and Mail, March 20, 1995.)

CAUT strongly urged the continuation of this program as did the CAUT Status of Women Committee.

NSERC Program Cuts

Operational Plan 1995-96 (millions of dollars)

ACTIVITY	FORECAST EXPENDITURE 1994-95	FORECAST EXPENDITURE 1995-96
CORE PROGRAMS		
Research Grants	187.7	187.7
Subatomic Physics Envelope	19.6	19.3
Collaborative Special Project Program	13.9	11.9
Collaborative Project Grants	9.4	15.0
Strategic Grants	39.5	39.5
University-Industry Programs	44.1	44.1
Equipment Grants	30.2	27.6
Infrastructure Grants/Major Facility Access Grants	9.4	8.2
Postgraduate Scholarships	39.8	39.8
Postdoctoral Fellowships	10.2	10.0
Industrial Research Fellowships	3.4	3.4
Industry/Small University — USRA	2.4	2.4
General Support (e.g. Steacie, CCAC, Doctoral Prizes)	1.2	1.2
Networks of Centres of Excellence	31.4	21.2
Subtotal	**442.0**	**431.3**
NON-CORE PROGRAMS		
General Research Grants	6.0	0.0
Conference Grants	0.5	0.0
Scientific Publications	0.3	0.0
Attachés de recherche	0.5	0.3
Miscellaneous Grants	0.2	0.0
International Programs	1.5	0.8
U-I: Senior Industrial Fellowships	0.4	0.0
U-I: Visiting Industrial Fellowships	0.2	0.0
U-I: Affiliations	0.3	0.1
U-I: Workshops & Seminars	0.2	0.0
University-Government Programs	4.0	3.6
University — USRA	5.8	2.4
1967 Science & Engineering Scholarships	3.6	3.0
Science Policy Scholarships	0.2	0.1
Library Science Scholarships	0.1	0.0
University Research Fellowships	3.2	2.0
Women's Faculty Awards	1.8	2.3
Canada International Fellowships	4.1	2.4
Research Reorientation Associateships	0.4	0.1
Miscellaneous Student Awards	0.2	0.0
Subtotal	**33.3**	**17.0**
GRANTS & SCHOLARSHIPS TOTAL	**475.3**	**448.4**
ADMINISTRATION	**18.4**	**17.2**
TOTAL	**493.7**	**465.6**

Le fédéralisme impérial

PAR LISE BISSONETTE

Les gouvernements fédéraux se suivent et se ressemblent, impériaux avant d'être conservateurs ou libéraux. Ainsi le «fédéralisme flexible» qu'Ottawa a affirmé offrir lundi aux Canadiens à travers le budget est-il la copie conforme du modèle dessiné à Charlorretown en 1992. Ce n'est pas un hasard. Le budget définit, par les voies administratives et discrètes si chères au premier ministre, M. Chrétien, le Canada qui est désormais offert aux Québécois. Et que, pour mémoire, ils ont en majorité déjà rejeté par référendum. Il faut donc traiter ce décret comme une proposition référendaire.

Comme le budget Martin, les Accords de Charlottetown prétendaient prendre le virage de la décentralisation. Le gouvernement fédéral se retrait partiellement de six champs de compétence provinciale exclusive qu'il avait envahis au cours des ans grâce à son pouvoir de dépenser.

Les provinces devaient toutefois accepter, en retour, de se soumettre à des «objectifs nationaux». Donc de se faire encadrer désormais, pour la gestion de leurs propres affaires, par des normes faites à Ottawa. Autrement dit, la fédération canadienne, en théorie composée en 1867 de gouvernements souverains chacun dans leurs sphères, reconnaissait être devenue une hiérarchie: Ottawa établissait les grandes orientations partout et les provinces recouvraient un peu plus d'autonomie dans la gestion routinière des programmes. Mais elles étaient confirmées dans leur état subordonné, des exécutantes un peu plus libres de l'organisation de leur travail.

M. Martin a repris le dessin de 1992. Rien d'étonnant puisque son parti, alors dans l'opposition, avait soutenu les Accords de Charlortetown. Comme tant d'autres, lui et son gouvernement semblent convaincus que le vote négatif des Canadiens en général, et des Québécois en particulier, n'a été qu'une réaction d'humeur contre les premiers ministres de l'époque. Et qu'il suffit de remettre l'ouvrage sur le métier, en évitant d'en faire un débat constitutionnel qui agace tant les citoyens, pour arriver aux mêmes fins.

Le ministre des Finances a donc copié. Mais cette fois — on est de tradition libérale ou on ne l'est pas — il s'attaque à plus gros dans les compétences provinciales, et il le fait de façon aussi unilatérale que douloureuse.

L'instrument du «fédéralisme flexible» est le nouvel arrangement fédéral-provincial, dit Transferr social canadien (TSC), qui touche la santé, l'éducation, l'aide sociale, trois secteurs majeurs, et non plus les forêts, les mines, le rourisme, le logement, les loisirs, les affaires municipales, comme en 1992. Ces trois grands secteurs sont ceux où le gouvernement du Québec a le plus vivement défendu sa compétence exclusive depuis trente ans. Sauf dans le cas de la santé, il avait réussi à ce jour, quoique de plus en plus faiblement, à échapper à la volonté fédérale d'instituer des «normes nationales». Le budget Martin annonce la détermination fédérale d'en finir avec ces résistances.

Les «normes nationales» qui régissent déjà le système de santé demeureront rigoureusement les mêmes, le ministre a été applaudi à tout rompre en l'annonçant. Dans le cas du Régime d'assistance publique du Canada (RAPC), Ottawa ne se mêlera plus de dicter les modes de prestation de l'aide sociale et des services sociaux, mais il continue à imposer une «norme nationale» qui pousse à l'uniformisation des régimes: les provinces n'ont pas le droit d'exiger des normes minimales de résidence (elles ne peuvent contrer le déplacement d'assistés sociaux qui «fuient» des régions moins hospitalières, comme l'Alberta). Enfin, le budget Martin pave la voie à l'imposition de «normes nationales» en matière d'éducation, une première. Il est prévu que le nouveau TSC s'accompagnera d'un «accord mutuel» sur les «principes et objectifs» qui le gouverneront.

L'opération est tour profit pour le gouvernement qui devient vraiment «central»: Ottawa réussit enfin à affermir son autorité générale sur trois des responsabilités provinciales les plus importantes dans la vie des citoyens. Il le faisait autrefois par la porte dérobée de l'utilisation de son «pouvoir de dépenser». Aujourd'hui, il y arrive en économisant. Il réduit de façon draconienne les sommes transférées: elles passeront de près de 30 milliards $ cette année à 25 milliards $ en 1997-98. Et il réduir ses propres frais de gestion puisque ce TSC, seule véritable innovation, sera remis aux provinces sous forme forfaitaire globale plutôt qu'en trois paiements parallèles.

Le retrait est d'autant plus fictif que le budget Martin, pourtant épuré pour ses compressions, semble avoir épargné tous les petits programmes fédéraux qui doublent l'action des provinces dans ces mêmes trois secteurs. Le ministère fédéral de la Santé va-t-il cesser de se mêler de soins prénataux ou de campagnes contre le tabagisme? Les subventions fédérales directes aux commissions scolaires pour la lutte au décrochage vont-elles être remises aux provinces?

Ottawa va-t-il enfin se retirer des programmes de formation de la main-d'oeuvre? Pas question. Pas une ligne d'ailleurs, dans ce budget, sur l'élimination des «duplications et chevauchements», qui devait illustrer la nouvelle ère du fédéralisme flexible. Le gouvernement libéral est si peu repenti, à cet égard, qu'il n'a même pas pris la peine de réitérer la fiction de Charlottetown en se retirant, même symboliquement, des compétences provinciales sur les forêts, les mines, le tourisme, le logement, les loisirs, les affaires municipales. Le fameux «pouvoir de dépenser», cheval de Troie du gouvernement fédéral pour envahir les compétences provinciales, reste absolument intact.

M. Martin a même copié Charlotterown jusque dans la manière. On se souvient que les fameux accords conclus entre l'ancien premier ministre, M. Mulroney, et les premiers ministres des provinces, n'étaient que de principes; leur forme finale relevait de négociations ultérieures. On «convenait», une fois que ces vagues accords auraient été approuvés par les citoyens, «d'élaborer un cadre», de «négocier des ententes multilatérales», de «prévoir des mécanismes». C'est aussi parce que le terme de la route était imprévisible que le NON l'a emporté au référendum de 1992, du moins au Québec. Pourtant, le gouvernement Chrétien en remet. Il charge le ministre du Développement des ressources humaines, M. Lloyd Axworthy, le plus extraordinaire centralisateur à avoir jamais vécu à l'ombre de la Tour de la paix, «d'élaborer» avec les provinces les nouvelles normes nationales régissant le TSC. Mais il en reporre l'échéance après 1995, c'est-à-dire après le référendum présumé sur la souveraineté du Québec.

Comme en 1992, encore une fois, on espère que les citoyens se prononceront dans la brume, quitte à se réveiller plus tard avec la surprise d'arrangements bien différents de leurs beaux principes d'origine.

Mais les Accords de Charlotterown étaient, tout compte fair, moins vicieux. D'une part, ils se soumettaient au verdict populaire, ce qui n'est pas le cas du budger fédéral qui «renouvelle» le fédéralisme selon son gré, sans en avoir obtenu le mandar. Le célèbre petit «livre rouge» de M. Chrétien ne disait pas un mot de ce genre d'offensive.

D'autre part, il ne s'embarrasse pas des compensations que prévoyaient tout de même les accords de 1992; au contraire, comme l'on sait, la valeur des transferrs fédéraux, désormais fondus dans le TSC, sera largement amputée. Les «normes nationales» restant intactes en matière de santé, par exemple, les provinces feront face à des obligations aussi coûteuses à tous égards, dans deux ou trois ans, alors que leurs ressources seront sévèrement réduites. Enfin, les autorités des provinces avaient tout de même eu un mot à dire dans la proposition de 1992 qu'elles avaient longuement négociée; elles se retrouvent maintenant devant le fait accompli. Le budget est une décision fédérale unilatérale.

Le fédéralisme est capable d'évolution, plaide sans cesse le chef de l'opposition au Québec, M. Daniel Johnson. En effet. Il y a trois ans, il se promettait de devenir hiérarchique et demandait pour ce faire l'accord des citoyens.

Aujourd'hui, il se passe de nous er se déclare clairement impérial. ■

(Éditorial, reproduit avec la permission du Devoir, 1er mars 1995.)

Unity in Jeopardy

Paul Martin stressed national unity during his budget speech this week but the effects might just be divisive.

Woven through Paul Martin's budget speech this week was the subtext of national unity. This wasn't just about cutting the deficit, he repeatedly stressed; it was about showing that federalism is "always improving, always progressing."

Or so he said. Bur this budget might arguably serve to harm national unity as much as help ir.

The argument unfolds in three parts.

First, any federal government retreat from defining and financing national programs weakens its power to maintain national consensus, or promote national causes. Federal ministers can protest all they like about enforcing national standards. But the less money they put up, the less their opinions will count in the actual delivery of public services.

At some point in the process of disengagement, the federal government simply forfeits its claim to the loyalty of its citizens, to the support of its taxpayers. When the country lacks any strong purpose in remaining together, it disintegrares.

The second part of the argument is about money. As the federal government gets smaller, as it spends less and (eventually) taxes less in proportion to the size of the economy, it loses the capacity to influence economic growth.

In particular, it loses the leverage of fiscal policy ro moderate the worst effects of the business cycle — the failures of demand every several years that bring on unemployment. Fine to cut spending now, while post-recession growth is strong; to refuse to expand spending in two or three years, no matter whar the jobless rate may be, is to capitulate to the mumbo-jumbo of small-government dogma.

If that happens, if the central government renounces its already limited power to advance growth, Canadians are entitled to wonder what the federation is for.

Especially in Quebec, where the third part of the unity argument applies.

It is easy to rebut the separatist complaint of the week — that Quebec is suffering a disproportionate part of federal subsidy reductions. Federalists will answer that an independent Quebec would lose all the benefits of federalism, not just some.

But Martin's budget contains a risk, even so. Disaffection with federalism in Quebec, running to alienation can only weaken national unity in advance of Quebec's referendum.

Abolishing the federal deficit would be a great victory. Bur only if it can be won with the country united, and the federation made stronger. ■

(Editorial, reprinted with permission, Ottawa Citizen, March 2, 1995.)

Research Cuts Run Contrary to Federal Policy

VIRTUALLY IGNORED BY THE media, the federal budget's effect on research-granting councils is a serious blow to the researchers whose work has direct impact on society.

The Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council will see their grants cut by 14 per cent, while those of the Medical Research Council will be decreased by 10 per cent. These reductions total more than $100-million, and will be implemented over the next three years.

Funding for the Canadian International Development Agency, the International Development Research Program and other international agencies will be reduced by more than 20 per cent; the important work of Statistics Canada will be severely curtailed.

In addition, research supported by many other departments of government, such as Agriculture and Defence, will almost certainly be reduced, although the details are not yet known. What is known is that cutbacks in departmental support for university research will only exacerbate the effects of the granting-council reductions.

While few doubt the necessity of Ottawa to get its fiscal house in order, it is important that we clarify the government's priorities. These must include a commitment to vigorous and competitive research. Any active support for more spending may be unpopulat in the short term — be we must look to the long rerm.

The commitment to research and development has been a cornerstone of government policy for the past 25 years. A 1990 report by the House of Commons committee on industry, science and technology recommended that the then-Consetvative government consider doubling the budgets of granting councils. The Chrétien government's pre-election Red Book unequivocally states that stable funding will be provided to them. Recommendations in December from the House committee on finance argued against any cuts to them.

The reductions run contrary to all the advice given to the government by its own advisory bodies over the past decade. Coupled with funding decreases to research infrastructure as a consequence of the new Canada Social Transfer (block-grant) program, it is inconceivable that these actions are in the best interest of the country.

Even before the budget was tabled in late February, Canada was lagging behind in research and development. Its investment in the two areas is proportionately lower than that of all other Group of Seven countries except Italy and is less than half that of Japan. The government's cutbacks in research funding are in stark contrast to the actions of its major trading partners. Other developed nations are investing more heavily in science, research and innovation. They are laying the foundation for prosperous, vital, value-added economies adapted to the 21st century. Canada must do the same.

"The Committee recommends no reductions for the three granting councils..."

Confronting Canada's Deficit Crisis: Building our Next Budget Through Consultation, 10th Report of the Standing Committee on Finance, House of Commons, December 1994

A number of imperatives emerge in the wake of the budget. Research-intensive universities must be active participants in the development of a national policy for science, research and innovation. This policy should be responsive to a future global economy that will depend on the power of the mind and the production of new ideas.

The science and technology review, begun last fall to help the federal government determine how its science and technology funding can best be applied to economic growth and job creation, must be completed and released for vigorous debate at this critical stage of priority-setting.

Colleges and universities need to work with provincial governments to develop sensible long-term strategies for postsecondary education. These strategies must reflect the central role of reseatch in university education and they must ensute that Canada maintains its commitment to quality, access and international competitiveness.

If we fail in this area, we will betray the next generation of Canadians and the consequences will be felt well into the next century. As Ottawa retreats from postsecondary education, provincial leaders must show the way.

Universities must also aggressively seek creative alternatives for research support, particularly in partnership with international institutions, governments and the private sector.

Even as we create new research partnerships within a new fiscal environment, the federal government must maintain a position of leadership. At the University of Toronto, only three of the more than 600 sponsors of research are federal granting councils, which illustrates the great breadth of the support fot university research. But many of these sponsors began supporting university research through government programs that provided an incentive fot them to do so.

Equally significant is the realization that without the support for basic research that is normally the domain of granting councils, universities would not be in a position ro assist industry with the applied research needed for jobs and wealth creation, nor to train the next generation of scientists and reseatchers we will so urgently require.

As Canada defines its role in the light of fiscal realities, we are, in many ways, in a new game. Fortunately, it's just the first inning. ■

(Reprinted with permission from The Globe and Mail, March 18, 1995.)

Advisory Council Shutdown Angers Women's Groups

Independent voice on key issues silenced by Grits, critics charge.

BY MARIA BOHUSLAWSKY

WOMEN'S GROUPS SAY THE closing of the Canadian Advisory Council on the Status of Women silences an independent voice that spoke out on federal government policies that affect women.

The council, created by a Liberal government in 1973, will shut its doors on April 1 as part of the federal government's deficit reduction.

The government estimates it will save $1-million, a third of the council's $3.2-million budget.

The council scrutinized government policy and new legislation to determine its impact on women and made recommendations to government.

"The kind of research we were doing wasn't being done by anybody, said Glenda Simms, the council's first black president.

It did original research on issues such as family violence. It is credited with establishing violence against women as a national issue in Canada and helping decriminalize abortion.

The government announced earlier this week the council and the women's program of the Human Resources Department will be rolled into Status of Women Canada — a government depattment — effective April 1.

The council's three offices, in Ottawa, Montreal and Vancouver, will close.

An undisclosed number of its 40 staff will lose their jobs. Most are in Ottawa. Others will move to the Status of Women office.

Glenda Simms — five year mandate ends permanently

Simms said she will know Tuesday or Wednesday how many staff will be transferted.

Women's groups say the closure will mean less criticism of government, less independent research and a decreased ability for women's groups to act quickly and effectively on policies and legislation that would affect women.

"The government will be monitoting its own track record, which is a ridiculous situation," said Sunera Thobani, president of the National Action Committee on the Status of Women — the largest women's lobby group in Canada.

"What it will mean for women is that we will have less information available which will be critical of the government," she said.

Deputy Prime Minister Sheila Copps said Thursday the council was eliminated because it was made up of political appointments.

"We listened to what women across the land had to say. They told us they were better able to provide political analysis than those appointed by order in council," she said.

Simms said she didn't know if the independence would be maintained.

"I don't know how that's going to work in a mainline government department. If you're a researcher and you do research totally out of line with traditional thinking, I don't know how that would be handled."

Linda Clippingdale of the Canadian Research Institute for the Advancement of Women said the advisory council had lawyers on staff who could examine legislation to see what it would mean for women.

"Non-ptofit organizations don't have anything like those kind of resources," she said.

"The average woman out there is not going to know the implications of legislation until the legislation is actually passed."

Simms' five-year mandate ended this year. She will stay on until October to help close the office. An academic, she doesn't know what she will do next. "I thoroughly enjoyed my job." ■

(Reprinted with permission, The Ottawa Citizen, Saturday, March 18, 1995.)

Virus Found in High Tech Budget

THIS YEAR THE FEDERAL budget went high tech. It was transmitted on-line and was also available on CD-Rom (at a high price) as well as in the usual printed versions. However, there was a glitch. The material prepared for on-line transmission had a virus which the Finance Department did not discover. Fortunately, the computer company handling the transmission discovered it on the master budget disk an hour before transmission to financial institutions and others and corrected it. As the Globe and Mail noted with tongue in cheek — if not discovered, would it have eaten provincial budgets or was it a plot to get even with those 28 year olds in red suspenders on Wall Street? ■

Business model no way to run a univesity

In the special report, Rationalizing Nova Scotia's University System, (*Bulletin*, March) Paul Hobson suggesrs that what we urgently need is university reform in the best traditions of Lady Margaret Thatcher — let the market decide through fierce "peer-evaluated competition."

The fallacy of a business model of competition for science was recently discussed by many reputable scholars. To quote Nobel Prize physicist Heinrich Rohrer: "To my knowledge significant progress has never been born of competition.... Examples of how absurd the idea of scientific competition are abundant...." (Interdisciplinary Science Reviews, 19, 193, 1994).

Similar concerns are common for the peer review mechanism in science. Although "theoretically" peer review acts as a quality control valve, in its practicality it is much too often turned into a mechanism of suppression of innovative developments and censorship of radical ideas.

Despite promotion by all sorts of market gurus, this model of competition miserably fails to deliver, not only in the so called "real economy," but also in a highly individual activity such as university research. It is time we realize the world is moving from competition to cooperation, not the other way around.

Hobson's recommendation of Thatcherism and peer assessment is a recipe for the collapse of universities as intellectual strongholds that this society is still fortunate enough to have.

ALEXANDER A. BEREZIN
Engineering Physics, McMaster University

Government answers CAUT challenge to "research incentive"

CAUT protested the alleged abuse of the scientific research and experimental development tax incentive program by the banks and financial institutions when the government was planning cuts in university research. This is the response received from Revenue Canada on March 16.

Dr. Joyce Lorimer
President, Canadian Association of University Teachers

The Honourable David Andetson, Minister of National Revenue, has asked me to reply to your letter of Dec. 20, 1994, to the Honourable John Manley, Minister of Industry, concerning the scientific research and experimental development (SR&ED) tax incentive program.

You refer to the reports in the *Clobe and Mail* concerning the claiming of SR&ED tax credits by Canadian financial institutions. Your association is very concerned that tax credits are being given to financial institutions and othet commetcial companies while, at the same time, the government is cutting funding to the three federal granting councils.

In response to your concerns, I would explain that the SR&ED tax incentive program is intended to foster, support and promote science and technology, specifically industrial research and development activity in Canada through investment tax credits. As a tax-based program this incentive is available to all taxpayers carrying on business and does not disctiminate between technologies, industrial sectors or interest groups.

The program provides that individuals and the mostly smaller, Canadian-controlled private corporations may claim refundable investment tax credits of up to 35 per cent of qualifying SR&ED expenditures. Public and other private corporations that are not Canadian-controlled are entitled to an investment tax credit of 20 per cent on SR&ED expenditures in Canada to be applied against taxes otherwise payable.

All corporations and individuals carrying on business in Canada are entitled to claim the available tax credits if they perform, or fund, scientific teseatch and experimental development. For putposes of the program, SR&ED is defined in the Income Tax Regulations as "systematic investigation ot search carried out in a field of science or technology by means of experiment or analysis."

The tax incentive is targeted specifically to support commercial SR&ED, and the definition is not focused on leading-edge research. Corporations that carry on their own research and those that support SR&ED by universities or other research performers are equally entitled to receive the credit.

Revenue Canada is responsible for administering the program and ensuring all claimants receive theit entitlement. Tax credit claims relating to SR&ED expenditures by all taxpayers have to undergo both a scientific and a financial review. Activities must meet three essential criteria before they can be considered to be scientific research and experimental development: the criterion of scientific or technological advancement, the criterion of scientific or technological uncertainty, and a final criterion of scientific and technical content. Ultimately, the question of what constitutes scientific research and experimental development for purposes of the Income Tax Act can only be resolved by reference to the facts of each case.

The program is the largest source of federal funding for Canadian SR&ED, and a major part of the government's economic strategy to enhance Canadian competitiveness. It is a major element of Revenue Canada's role as an agent of economic and social development in the country and one of the most generous tax-based R&D support programs in the industrialized world. The program is one of the most cost-efficient mechanisms of securely delivering research funds at a cost of approximately two cents for every dollar delivered.

As the Honourable Paul Martin, Minister of Finance, announced in his budget speech of Feb. 27, 1995, however, the government will be evaluating the entire program to ensure its effectiveness in encouraging R&D. In particular, the review of the rules relating to information technology will be accelerated to ensure they are up-to-date. Mr. Martin also announced that while this review is underway no bank or other financial institution will be eligible for the scientific research and experimental development tax incentives relating to information technology.

Thank you for bringing your association's concerns to our attention. I trust that my comments have explained the department's position on this matter.

PIERRE GRAVELLE
Deputy Minister, Revenue Canada
Customs, Excise and Taxation

CAUT Member Services

LawLine™ Pre-Paid Legal Service Plan Improved

THE CAUT PRE-PAID LEGAL SERVICE PLAN, SPONsored by Lawline Canada, has recently been enhanced. First, there has been a significant decrease in the price. Individual members of CAUT can now participate in the plan for $9.95 per month and, depending on utilization, benefit from up to $1,700 in legal services. Members also have the option to pay on a monthly basis and are not obligated to join for any minimum period of time.

Second, due to changes in legal regulations, Lawline is now able to offer additional legal services at preferred rates. In short, if members of the plan require additional legal services beyond what is included in the monthly fee, they will be referred to a local lawyer whose fees will be substantially lower than their regular hourly rate.

What are the benefits of belonging to the Lawline program? Here are a few samples:

• Unlimited Legal Consultations: Available 24 houts per day, 365 days per year, Lawline operates a national, bilingual, telephone advisory service providing practical legal advice and direction on any personal legal matter. Estimated value $300 per year.

• Basic Estate Planning Advisory Service: Members can receive unlimited legal advice and guidance in this important process. Estimated value $100 — $300.

• Small Claims Court Assistance: With this service, members can receive professional advice on how to utilize this low cost judicial process. Calls can be placed to the legal advisot at any time throughout the process of the claim. Estimated value $150 — $350.

• Document/Contract Review Services: Three times pet year, any contract or document of average complexity can be faxed ot mailed to a Lawline lawyer and it will be reviewed at no charge. Depending on the need, the lawyer may make recommendations or suggest revisions. Estimated value $100 per review.

In addition to these benefits, the Lawline program also includes a Third Party Intervention service three times per year and Power of Attorney once per year.

Lawline has recently launched a national publicity campaign for the program. Faculty associations will be contacted in the near furure by the Pentium Group about the plan. If your faculty association has not yet been contacted, or you would like more information, please contact Lawline Canada directly at (416) 777-0505 or by fax at (416) 777-0514. ■

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To Raise Taxes or to Cut Spending?

A third alternative could save post-secondary education.

BY GEORGE CROWELL

LA PLUPART DES UNIVERSITAIRES PRÉSUMENT QU'ILS doivent inévitablement accepter d'importantes compressions budgétaires en raison de la dette et du déficit croissant du gouvernement. Ces compressions pourraient éliminer des programmes d'études complets et miner l'intégrité du système universitaire. Toutefois, d'après quelques spécialistes de l'analyse économique, le problème de la dette pourrait être contrôlé en quelques années sans qu'il soit nécessaire de démanteler les programmes sociaux, y compris les universités. Ainsi, au lieu d'emprunter de nos institutions financières et de riches prêteurs d'argent étrangers à des taux d'intérêt élevés, nous pourrions éliminer le déficit et réduire la dette en empruntant sans intérêt de la Banque du Canada, une institution publique. Malgré la controverse que suscite cette proposition, nous devons, quelque soit notre champ de spécialité, l'examiner comme une solution de rechange au démantèlement de notre système universitaire.

THE UNIVERSITIES OF CANADA, having weathered some 15 years of gradually declining funding, now face sharp additional cuts that threaten seriously to undermine the integrity of our university system. The prevailing assumption across Canada is that funding cuts are inescapably necessary. It is claimed that, after years of overspending, governments must drastically reduce their support for social programs, including the universities. There are only two ways, we are told, to cope with burgeoning public debts: to raise taxes, or to cut spending. Since taxes are already too high, it is quickly added, the only alternative is to cut spending.

University faculty and administration across the country appear inclined to accept this apparently irrefutable conclusion and to cooperate in restructuring our institutions, hoping to preserve them as nearly intact as possible. But a few voices have been arguing that it is possible to maintain funding for the universities and for other valuable social programs even while reducing and eliminating annual deficits and lowering public debts.

Some who oppose funding cuts have been arguing cogently that taxes could, indeed, be raised. The fact is that wealthy corporations and individuals have exercised such influence over the development of tax law that they have been able to greatly reduce their tax burdens over the last few decades, as Linda McQuaig has vividly chronicled in her book, *Behind Closed Doors* (Penguin Books, 1987). We should be pressing for reforms to fairly tax the wealthy. But this is not the only alternative to cutting social programs. There is another option which involves neither raising taxes nor cutting spending.

It would be possible for our federal government to set in motion a program which could, over several years, eliminate deficits and reduce the debt through borrowing at nominal interest rates from the Bank of Canada, our central bank which belongs collectively to us, the people of Canada. This approach is not new. During World War II, Canada, along with other capitalist democracies, used its central bank to finance its participation in the war, and continued to use the Bank of Canada to support the economic expansion following the war.

But from the mid-1970s our government began phasing out this practice, and instead increasingly financed its debt by borrowing from Canadian commercial banks and from foreign lenders at high interest rates set by the Bank of Canada itself. It is this practice — obviously foolhardy from the perspective of our public interest along with tax breaks for wealthy individuals and corporations — which has, far more than spending on social programs, created our huge public debt.

A 1991 Statistics Canada study showed the federal debt resulted 44 per cent from interest, 50 per cent from tax cuts for corporations and wealthy individuals, and only six per cent from program funding — of which only two per cent was for social programs (see H. Mimoto and P. Cross, *The Growth of the Federal Debt, The Canadian Economic Observer*, June 1991, pp.3.1-3.18).

Among those who have been recommending refinancing the debt through the Bank of Canada are John Hotson, retired professor of economics, University of Waterloo, and editor of *Economic Reform*, William Krehm, publisher of *Economic Reform*, in his book, *A Power Unto Itself: The Bank of Canada* (Stoddart, 1993), Paul Hellyer, a federal government cabinet member under three prime ministers, in *Funny Money* (Chimo Media, 1994), and J.L. Biddell in *A Self-Reliant Future for Canada* (LNC Publications, 1993; John Coutts Library Services).

Biddell is a retired accountant with 50 years of professional experience, who worked with Clarkson Gordon, Wood Gordon, and for 30 years as head of Clarkson Company, the largest receivership in Canada, where he specialized in reviving large companies faced with insolvency. He was the original Ontario representative on the federal Anti-Inflation Board, and later Chairman of the Ontario Inflation Restraint Board. Recently he has been turning his attention to the insolvency plaguing Canada. His book is especially useful, because it proposes a thoroughgoing plan for refinancing Canada's public sector debts, taking into consideration the far-reaching ramifications of the changes recommended, and anticipating numerous objections.

All these analysts insist that the federal government must no longer allow the Bank of Canada to control inflation by the technique — on which it has been relying since about 1980 — of raising interest rates. As interest rates rise, they increase costs for businesses and consumers alike and this is in itself inflationary. The process can only halt and reverse inflation after it forces the economy into recession. This results in reduced government income from taxes, and increased government costs for social welfare, thus exacerbating the problem of deficits and debt.

Recessions also impose unemployment and bankruptcy on those who are more vulnerable and less affluent, an excessive and unjust cost, especially since there are other effective means of controlling inflation that avoid such costs.

High interest rates have played a fundamental role in the rapid rise of public debts. Currently the annual interest payments on the federal debt alone are some $40 billion, about equivalent to its entire annual deficit. Interest payments take precedence over government programs. After the interest is paid then the government must deficit-finance its current programs. Annual interest payments are constantly trending upward, partly because deficits steadily increase the amount of debt on which interest must be paid, and partly because interest rates are kept high most of the time, not only to fight inflation, but also to assure that foreign investors will continue to finance our government deficits.

But we do not even need foreign money, which in any case flows into the purchase of foreign goods, displacing domestic production. We could be getting the money at essentially no interest from our own Bank of Canada!

Since the Bank of Canada is not inclined to assist in coping with our public debts, our federal government must compel it to do so, as it legitimately has the power to do. The Bank could then be required to provide loans at one per cent or less primarily, as Biddell suggests, to provincial and municipal governments for capital works projects. This would enable them to pay once for such projects, a significant reduction in comparison with the three or four times over they currently pay when borrowing at current interest rates.

Government accounting, revised to conform with business practices, would no longer regard capital investments as current expenses in the year incurred, but would gradually amortize them over the lifetime of the asset. Spending for capital works, therefore, would create much-needed employment, strengthening the economy and the tax base, without immediately adding to the deficit.

Would not this practice be wildly inflationary? Not if it is managed responsibly. It would bring lower interest rates throughout the economy, and, as Biddell points out, would actually have a significant deflationary effect. If the injection of additional money into the economy by the Bank of Canada should result in inflationary tendencies, these could be controlled by setting reserve ratios for the commercial banks, thus reducing their power to stimulate inflation by creating further new money. If a revived economy should then show further signs of inflation, price and wage controls could be introduced. Administered fairly and flexibly, Biddell maintains, they would not be onerous. Such measures would be far more tolerable than the devastating attacks on our social programs, including the universities, which are currently in the offing.

"Replacing part of our overall government hight-interest rate loans from private sector moneylenders with government created money, in an orderly and responsible manner, and making it available as loans which must be repaid at only nominal cost, is the key to any effective financial plan for Canada." (Biddell, p. 97) This could result initially in "capital flight," as a result of speculation on international currency markets against the Canadian dollar. Some currency controls, such as stopping Canadian financial institutions from speculating against the Canadian dollar, would probably be necessary. But, according to Biddell, a resolute government could weather the storm.

These proposals for refinancing the debt are, of course, controversial, and far too complex to treat adequately here. I venture to call attention to them, however, because we are on the verge of massive fund-cutting which could result in the dismantling of our universities and our social programs. If present practices continue, even major funding cuts will not eliminate deficits, which will further contribute to the debt, increasing the interest payments required, quickly wiping out any benefit even from drastic program cuts, and provoking demands for further cuts, indefinitely into the future.

It is urgent that all of us in the university community, even the great majority of us who have no expertise in such matters, come to understand the issues and options available to us. If we could reach a consensus that refinancing the debt through the Bank of Canada could eliminate the need for funding cuts, thus enabling us to preserve the integrity of our universities and other social programs, it could be difficult for the government to resist pressure from us for change in that direction. ■

(George H. Crowell has been working in the area of social ethics in the Department of Religious Studies at the University of Windsor since 1968. He is a member of COMER, the Committee on Monetary and Economic Reform.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Guidelines for Complainants

The CAUT Academic Freedom and Tenure Committee has prepared a short document, "Guidelines For Complainants," on how best to prepare a complaint for consideration by the Committee. Potential complainants, including faculty associations, are urged to write to Sue Trounce at CAUT for this document prior to submitting material to the Committee.

Directives à l'intention des plaignants

Le Comité de la liberté universitaire et de la permanence de l'emploi a rédigé un court document intitulé «Directives à l'intention des plaignants». Ce document énonce la manière de préparer une plainte que le comité étudiera. Les personnes qui ont l'intention de déposer une plainte, y compris les associations de professeurs, sont priées d'écrire à Sue Trounce, au secrétariat de l'ACPPU, pour obtenir le document avant de soumettre un dossier au comité.

Le travail professoral remesuré : unité et diversité

PAR D. BERTRAND, R. FOUCHER, R. JACOB, B. FABI ET P. BEAULIEU
Presses de L'Université du Québec

CET OUVRAGE PRÉSENTE ET interprète les résultats des réponses de 2496 professeurs répondants à un questionnaire de type auto-déclaration rétrospective portant sur la charge de travail. Le questionnaire, comportant 80 questions, a été distribué à l'ensemble des 8 200 membres du corps professoral des universités québécoises au printemps 1991. Vu les similitudes entre les caractéristiques de l'échantillon et de la population, ainsi que entre les grandes lignes des résultats obtenus avec des faits connus par ailleurs sur la question, il est permis de conclure que ces résultats présentent un portrait fidèle de la situation au Québec. Ces résultats convergent aussi avec ceux qui ont été obtenus ailleurs au Canada et aux États-Unis.

L'originalité de cette étude est conséquente, en grande partie, de la très grande taille de l'échantillon ainsi que du cadre temporel plus extensif dans le cas de certaines activités, qui permettent une analyse à la fois plus diverse des caractéristiques socio-démographiques et professionnelles des professeurs, et plus fine des tâches et activités que celles des études précédentes. L'étude distingue six tâches, elles-même subdivisées en de multiples activités: l'enseignement, la recherche, la supervision aux études supérieures, les services internes à l'université, les services externes et le perfectionnement professionnel des professeurs.

L'enquête a également sollicité auprés des répondants une information plus diverse et complète que celle recueillie lors des études précédentes, portant sur la charge á la fois temporelle et relative, sur la charge idéale ainsi que sur la charge que les répondants estimaient que leurs institutions attendaient d'eux er sur la configuration et l'intégration des tâches. Les tâches rémunérées extra-universitaires et les tâches universitaires rémunétées en supplément ont également été soumises à l'examen (pp.37ff et pp.251-253). Les auteurs présenrent également quelques renseignements sur la production des universitaires en matière de recherche ou de création (pp.188ff) et sur les activités avec des partenaires externes (pp.180ff et pp.249-251). Ces derniers renseignements font une contribution utile á des sujets qui sont d'actualité.

Des chapitres de la deuxième partie de l'ouvrage examinent tour á tour les composantes de la charge et des variations selon 20 variables de base qui composent le modèle général proposé. Des tableaux intégrés aux chapitres permettent au lecteur de se saisir rapidement des résultats les plus saillants. Malheureusement, ces tableaux ne présentent pas toujours une information équivalente d'un chapitre à l'autre.

La dernière partie de l'ouvrage élabore des perspectives plus globales, notamment en ce qui concerne l'aménagement de la tâche de travail et des pratiques institutionnelles actuelles ou proposées. L'ouvrage souffre de l'absence d'un index. La table des matières très détaillée ne suffit toutefois pas au lecteur fortuit désireux de se renseigner sur des faits précis á l'aide de cet ouvrage. En somme, l'étude est d'une grande portée et d'actualité pour le monde universitaire.

Nous présentons dans le tableau qui suit un précis des principaux résultats de l'enquête portant sur la répartition temporelle et relative des composantes de la charge de travail du professeur d'université. Dans leurs grandes lignes, ces résultats viennent confirmer ceux des études antérieures, notamment ceux du rapport Archambault (1989), qui rapportent les données de l'enquête Lennards de 1986. Ce dernier avait estimé que les professeurs travaillent en moyenne 45,3 heures par semaine, dont 22,6 heures (50 p.100) à l'enseignement, 14,6 heures (32,2 p. 100) à la recherche, et 8,1 heures (17,8 p. 100) aux divers services universitaires. Plutôt que de diviser la charge de travail des professeurs en trois grandes tranches, la présente étude établie une distinction entre l'enseignement et la direction de la recherche des étudiants aux études supérieures, ainsi qu'entre les services internes á l'université et les services universitaires aux communautés externes. Elle établit également une catégorie pour des râches d'information et de perfectionnement professionnel des professeurs.

La conclusion du livre est peut-être le mieux exprimé par Bertrand et Foucher dans la conclusion de leur chapitre consacré á la diversité des tâches des professeurs: «En résumé, nous concluons d'abord directement de ces données qu'un des problèmes auquel est confronté le monde universitaire n'est pas que les professeurs ne consacrent pas assez de temps à leur travail ou même qu'ils répartissent mal leur temps de travail entre leurs diverses tâches, mais qu'ils consacrent beaucoup de temps, à l'intérieur de leurs tâches, à des activités qui pourraient être menées à bien et de façon plus efficiente et plus économique par d'autres types de personnel. C'est donc un problème d'organisation du travail, de gestion du personnel er d'allocation optimale des ressources que doit résoudre le monde universitaire québécois». (p. 117)

Un des participants à un colloque portant sur cet ouvrage, organisé récemment par la Fédération québécoise des professeures et professeurs d'université (FQPPU), le professeur Denis Blondin, avançait que, dans la mesure où la volonté des administrateurs de nos universités et des élus est d'augmenter l'enseignement dans les universités, personne n'a encore prouvé que c'est ainsi qu'il se produirait plus d'apprentissage dans les universités. Pour faire des universités des «organisations apprenantes», il faut les reconcevoir. ■

(Compte rendu du livre rédigé par Ronald Melchers, criminologie, Université d'Ottawa).

Activités constitutives de la charge de travail des professeurs des universités québécoises (1990-1991) par semaine

	No. hrs.	Médiane (hrs.)	Année %	Été %	Écart-type %
Enseignement	12,2	10-15	27,2	(15,0)	15,8
prestation	5,4	3,4	9,3		
préparation	4,7	2,9	8,0		
encadrement	2,6	0,3	3,9		
évaluation	2,2	0,1	3,7		
gestion	1,4	0,1	2,4		
Recherche	14,7	10-15	31,0	(43,1)	16,2
conception	3,6		7,7		
conduite	3,3		7,1		
communications	3,8		8,3		
élab. de demandes	1,5		3,3		
gestion	2,1		4,5		
Direction de recherche	6,0	2,5-5	12,5	(13,5)	
Services internes	6,9	2,5-5	15,0	(13,2)	
comités	1,9		4,1		
coordination	0,9		2,0		
évaluation	1,0		2,2		
courantes	1,6		3,5		
syndicale	0,3		0,6		
Services externes	3,2	< 2,5	6,9	(6,3)	
diffusion	0,9		1,9		
évaluation	0,8		1,8		
consultation	0,7		1,6		
gestion	0,7		1,4		
autres	0,1		0,2		
Prefectionnement	3,3	2,5-5	7,3	(8,8)	
connaissance	1,3		2,8		
technique	1,0		2,1		
enseignement	0,7		1,5		
administration	0,2		0,5		
syndicale	0,1		0,2		
autres	0,1		0,2		
TOTAL	46,3		100 %	(100 %)	

QUICK REVIEWS

Leadership by Design: The Governing Ideals of Effective Campus Leadership

By E. Grady Bogue, Jossey-Bass, distributed by Prentice Hall Canada; $38.95

As embarrassing reports of misconduct and wrongdoing in the highest offices of universities and colles continue to circulate, it is important to step back and ask a couple of fundamental questions. What should leadets stand for? And what are the ideals that will enable them to design climates that nurture the potential of colleagues, students, and other constituents? Arguing that effective leadership is as much a test of character as a test of intellect, Bogue identifies the ideals that are essential to successful leadership performance in colleges and universities. He explains how values shape a leader's realities and he shows how leadership is a conceptual, moral, and performing art form: built on ideas and ideals, as well as solid philosophical and empirical foundation, and perfected in practice. Bogue also examines the literature on leadership effectiveness and offers illustrations from divetse settings, along with anecdotes from his personal experience that show how knowledge, values, and skill must be integrated in the effective leader. These examples, which highlight honour, dignity, candour, compassion, coutage, and other leadership qualities prove a rich source of ideas for the development and improvement of leadership in higher education.

The Greening of Canada: Federal Institutions and Decisions

By G. Bruce Doern & Thomas Conway, University of Toronto Press, 248 pp; cloth, $50.00; paper, $19.95

Environmental realities and green political and policy issues have unmistakably moved to the forefront on the Canadian and world policy agendas of the 1990s. What is less clear in the Canadian context is exactly how we got to where we are now in terms of the growing interdependence of environmental and economic issues. Accordingly, this book has a threefold purpose. Fitst, it provides an analysis of the broad political-institutional evolution of federal environmental policy and decision making over the past two decades, beginning in 1970, when the Trudeau Liberal government established the Department of the Environment (DOE), and extending through to the end of the Mulroney Conservative government, including the tabling of the federal Green Plan in 1990 and the holding of the Rio Earth Summit in June 1992. Second, it seeks to provide an enhanced appreciation of the nature of federal environmental policy by linking key institutional relations in environmental policy with the underlying biophysical realities and scientific uncertainties of environmental policy making. Third, it seeks to add to existing literature a concrete evaluation of the strengths and weaknesses of the federal Department of the Environment, Canada's lead policy department on environmental matters.

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ANNONCES CLASSÉES

ABORIGINAL EDUCATION

CARLETON UNIVERSITY - Centre for Aboriginal Education, Research and Culture. Applications are invited for a full-time preliminary (tenure-track) faculty position at the level of Lecturer (without the PhD) or Assistant Professor (with the PhD or equivalent) commencing September 1, 1995. The incumbent will be expected to serve a term as Associate Director of the Centre for Aboriginal Education, Research and Culture, and to teach (half of the normal load for the duration of the Associate Directorship) in that academic department to which his/her expertise best lends itself. Applicants must present a graduate degree and teaching experience in one of the University's teaching fields, first-hand knowledge of aboriginal culture, an ability to communicate aboriginal perspectives on education, research, and culture, and experience with facilitating the education of aboriginal students at the post-secondary level. Letters of application, curriculum vitae, and three letters of reference should be sent to: Dr. Marilyn E. Marshall, Associate Vice-President (Academic), Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Closing date for applications is May 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ACCOUNTANCY

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) management accounting and information systems; and at the visiting assistant professor rank (non tenure-track) in finance. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1995. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens who are qualified and available to work in the above areas will be given priority. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ANATOMY

THE UNIVERSITY OF WESTERN ONTARIO. Neurobiology and/or Cell Biology. The Department of Anatomy of the University of Western Ontario invites applications for two tenure track positions at the rank of Assistant Professor to commence in 1995 and 1996. A strong research background in neurobiology and/or cell biology is required. Applicants should be well trained in the use of molecular and cellular methods to study cell interaction and/or development and growth. Minimum requirements include a PhD, two years of postdoctoral training, a strong record of research accomplishment and the potential to develop an independent research program. The successful candidate must have an excellent publication record and be able to compete successfully for research funding and external awards. The ability to teach cell biology, neurobiology, or one of the anatomical subdisciplines would be an asset. Applications, including a curriculum vitae, a brief statement of research interests and the names of three referees should be sent to Dr. B.A. Flumerfelt, Department of Anatomy, Health Sciences Centre, University of Western Ontario, London, Ontario, Canada N6A 5C1. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ANTHROPOLOGY

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province with regional offices in Prince Rupert, Fort St. John and Quesnel and a main campus located in Prince George (population 72,000). We are currently seeking 2 qualified individuals to assume sessional teaching roles for our Fall and Winter terms, 1995/96. Completion of a PhD is preferred. Areas of teaching are 1) Archaeology - British Columbia/Western Canada, preferably with a northern/coastal focus and 2) Social/Cultural Anthropology. The university has a special interest in northern studies, international studies, indigenous peoples of the world, and the Pacific Rim. Preference will be given to those applications received before May 1, 1995. Please forward your application, complete with c.v. and the names, addresses and fax numbers of three referees, to: Dr. J. McDonald, Chair, Anthropology Programme c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604)960-5595. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and welcomes applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

McMASTER UNIVERSITY - Anthropology - Physical. Applications are invited for a contractually-limited Fall term appointment (July 1, 1995 to December 31, 1995) to teach 2 sections of introductory physical anthropology and 2 sections of human adaptability. Applicants must be prepared to teach a large class as well as upper level seminars. PhD and previous teaching experience required. There is a possibility of a two-year renewal. This position is subject to final budgetary approval. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Closing date: April 30, 1995. Application and CV: Dr. Edward Glanville, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4L9; Tel: (905)525-9140, ext. 23920; Fax: (905)522-5993.

BIBLICAL STUDIES

TRINITY WESTERN SEMINARY - Biblical Studies. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to teach Biblical Studies (Old or New Testament). The successful applicant will be required to teach courses in Biblical Studies, Exegesis, and interpretive methods. A minimum of three to five years of experience teaching at the graduate level in a theological context, some record of publication, doctoral completion, and facility in Biblical languages is required. Preference will be given to someone with previous ministry or pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. CV's and letters of reference should be directed to Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

BIOLOGY

MALASPINA UNIVERSITY-COLLEGE - Vertebrate Biology Instructor - Malaspina University-College is offering a new, innovative B.Sc. (Biology) degree program and invites applications for this full-time position beginning August 1, 1995, to teach part of an Introductory Zoology course, third-year courses in Vertebrate Zoology, and a variety of ecology courses; to supervise undergraduate projects; and to curate zoological collections. PhD in Zoology or Biology required. Forward application for Competition 95-4008, with three letters of reference and a statement of teaching and research interests, before 1:00 p.m., May 5, 1995, to Director of Personnel, 900 Fifth Street, Nanaimo, BC V9R 5S5; Fax: (604)755-8702, e-mail PASPOST1HG5 @MALA.BC.CA. Malaspina University-College regrets that only candidates selected for interview will be contacted. Malaspina-University College is committed to the principle of employment equity.

UNIVERSITY OF VICTORIA - The Department of Biology seeks candidates for two positions at the Assistant Professor level. Applicants should have interests in two or more of the following areas: ecology, invertebrate zoology, population genetics, neurobiology, developmental biology, and ethology. Successful candidates will be those whose research and teaching complement existing and incipient strengths in the Department. The deadline for applications is 30 June 1995. Applicants must send their curriculum vitae, at least one copy each of two recent publications, a description of research interests and plans, and names of at least three referees to: Dr. Patrick T. Gregory, Chair, Department of Biology, University of Victoria, P.O. Box 1700, Victoria, British Columbia V8W 2Y2. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered.

UNIVERSITY OF SASKATCHEWAN - Department of Biology, Plant Taxonomist. The Department invites applications for a half-time position at the Assistant Professor level for a term of 1 year, from July 1, 1995 (possibly renewable for a second year) in the area of plant taxonomy. Applicants should have a PhD and preferably post-doctoral experience. Candidates will be expected to initiate a research program and teach in existing courses. Teaching will likely include participation in a second-year course on the survey of vascular plants and a fourth-year course dealing with the taxonomy and ecology of grasses. Salary ranging from $18,637 to $22,151 depending upon qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Send curriculum vitae and the names, addresses and telephone or fax numbers of at least three referees, and a brief description of research interests and teaching capabilities to: Dr. L.C. Fowke, Department of Biology, University of Saskatchewan, 112 Science Place, Saskatoon, SK S7N 5E2, Canada. Telephone (306)966-4400, Fax (306)966-4461. The closing date for applications is May 15, 1995.

BUSINESS

THE UNIVERSITY OF ALBERTA, Department of Marketing and Economic Analysis, invites applications for a full-time tenure track faculty position at the rank of Assistant or Associate Professor in Marketing for Fall 1995. Availability of position is subject to funding. Applicants for the position should have strong theoretical and methodological skills and be able to show how applying them to substantive managerial issues can advance marketing knowledge. The Department has marketing programs at the undergraduate, MBA, PhD and executive levels, and is home to research institutes in international business, retailing and services and cultural industries. Successful candidates must demonstrate effective communication and teaching skills, be committed to significant research programs, and have a PhD in marketing or a closely cognate field in hand or near completion. Salary range for assistant professors at the University of Alberta is $39,230 to $55,526, for associate professors, $48,572 - $69,664; professional faculties are able to offer competitive salaries through market supplements. Research support is also available. Appointments are normally effective July 1. Competition closes April 30, 1995. For further information, contact Adam Finn, Chair, Search Committee, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. Telephone: (403)492-5369. Fax: (403)492-3325. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research program. Appointment date is open; July 1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence E. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V4. Application deadline is April 30, 1995.

CHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Chemistry. Research Associate in Mass Spectrometry. Applications are invited for a Research Associate position in a research group currently being formed. The group will have close ties to industry (Perkin Elmer-SCIEX). Research will be directed toward the development of innovative mass spectrometer instrumentation, with a strong emphasis on the underlying science. The successful candidate will have experience in elemental and isotopic mass spectrometry, ion-optics design, ion-molecule collisions, mass spectrometry of proteins and peptides, and tandem mass spectrometry. The appointment is to be filled as soon as possible and is renewable on an annual basis for a maximum of three years. Applications should be received by 1 May 1995 and directed to Professor Don Douglas, Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, British Columbia V6T 1Z1. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

CLASSICAL STUDIES

UNIVERSITY OF OTTAWA - The Department of Classical Studies of the University of Ottawa announces the opening of a full-time, tenure-track position, starting July 1st 1996, in Roman Studies at the level of Assistant Professor. A PhD in the field is required with the ability to teach courses in both Latin and Greek. The successful candidate will be teaching mostly in French and should have a strong enough record of research to be admitted to the School of Graduate Studies. The University of Ottawa is a bilingual University committed to instruction in both official languages. Given the needs of the programs, active bilingualism is a condition of hiring. In compliance with Canadian immigration laws, this position is offered to Canadian citizens and landed immigrants. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. Applications, including a curriculum vitae and the letters of 3 referees, should be sent before October 15th 1995 to: Dr. Denis Brearley, Chair, Department of Classical Studies, University of Ottawa, B.P. 450, Station A, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITÉ D'OTTAWA - Le Département des Études anciennes de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) en Études romaines menant à la permanence à partir du 1er juillet 1996. Les candidat(e)s posséderont un doctorat en Études anciennes et seront capables d'enseigner les cours de latin et de grec. La majeure partie de la charge d'enseignement sera en français. Un dossier de publications qui permet d'être admis(e) à l'École des Études supérieures et de la Recherche de l'Université est souhaitable. L'Université d'Ottawa est une université bilingue. Compte tenu des besoins des programmes, le bilinguisme actif est une condition d'embauche. L'Université applique une politique d'équité en matière d'emploi et invite particulièrement les femmes à présenter leurs candidatures. Le traitement et la charge de travail seront en conformité avec la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens, et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation, avant le 15 octobre 1995, à: Monsieur Denis Brearley, Directeur, Département des Études anciennes, Université d'Ottawa, B.P. 450, succursale A, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF OTTAWA - The Department of Classical Studies of the University of Ottawa announces the opening of a full-time one-year replacement position, starting July 1st 1995 to June 30th 1996, in Roman Studies at the level of Assistant Professor. This post will be advertised as a tenure track position to start from July 1, 1996 (see the following advertisement). A PhD in the field is required with the ability to teach courses in both Latin and Greek. The successful candidate will be teaching mostly in French and should have a strong enough record of research to be admitted to the School of Graduate Studies. The University of Ottawa is a bilingual University committed to instruction in both official languages. Given the needs of the programs, active bilingualism is a condition of hiring. In compliance with Canadian immigration laws, this position is offered to Canadian citizens and landed immigrants. Salary is commensurate with qualifica-

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DIRECTOR
SCHOOL OF HUMAN KINETICS

The University of British Columbia invites applications for the position of Director, School of Human Kinetics. The School is located within the Faculty of Education and the Director reports to the Dean of the Faculty. There are 28 full-time faculty, of whom four hold split appointments with either the Department of Family Practice in the Faculty of Medicine, or the Department of Athletics and Sport Services.

The School offers the BHK, MA, MSc., MHK and PhD degrees to approximately 700 undergraduate and 80 graduate students. There are four undergraduate program areas: Leisure and Sport Management, Exercise Science, Health and Fitness, and Physical Education; the three graduate areas of specialization: Bioenergetics, Behavioural, and Socio-managerial.

Applicants should have a strong record of scholarship in one of the areas germane to Human Kinetics, administrative experience, and good leadership skills. The appointment will be at the rank of full professor. The salary is to be negotiated. The appointment will be effective January 1, 1996 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval.

The closing date for applications is **June 30, 1995**, or until the position is filled.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement will be directed to Canadian citizens and permanent residents.

Letters of application, curriculum vitae, the names, addresses and phone and FAX numbers of three referees, together with a statement of research interests and one published article should be sent to:

Dr. Nancy Sheehan, Dean
Faculty of Education
University of British Columbia
2125 Main Mall
Vancouver, BC V6T 1Z4

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NOTICEBOARD

THE SECOND INTERNATIONAL CONFERENCE ON EVALUATION, "Assess to Learn, Learn to Assess", will be held at The Sheraton Centre, Toronto, Ontario, October 29, 30 and 31, 1995. For speaker information or to register, write, phone or fax the ICE fl Information Centre, 371 Bloor Street W., Toronto, Ontario M5S 2R7 (416)978-2078 or Fax (416)978-7499.

DIVORCING CANADA: Can Quebec Afford To Go It Alone? A Conference on the Public Debt Implications of Quebec Separation, Toronto May 10th and Montreal* May 11th, 1995 (*simultaneous translation). This conference presents a unique opportunity to acquire information not available elsewhere in advance of the Quebec referendum expected later in 1995. The conference will hear from leading experts on the economic, social and constitutional consequences of Quebec separation. The keynote luncheon speaker is Claire Francq, Editor, The Financial Post. Other speakers include Thor Kots, Canadian Bond Rating Service; Walter Schroeder, Dominion Bond Rating Service, Dean Dolan, Bear, Stearns & Company Inc.; Patrick Monahan, York University; Marcel Cote, Group SECOR Inc.; and Robin Richardson of the Fraser Institute. Registration fee C$195. To register call 416-363-6575, 24-hours a day. Conference brochures are available from ext. 310.

CLASSIFIEDS

tions and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. Applications, including a curriculum vitae and the letters of 3 referees, should be sent before May 1st 1995 to: Dr. Denis Brearley, Chair, Department of Classical Studies, University of Ottawa, B.P. 450, Station A, Ottawa, Ontario, Canada K1N 6N5

UNIVERSITÉ D'OTTAWA - Le Département des Études anciennes de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) remplaçant(e) en Études romaines du 1er juillet 1995 jusqu'au 30 juin 1996. Les candidat(e)s possèderont un doctorat en Études anciennes et seront capables d'enseigner les cours de latin et de grec. La majeure partie de la charge d'enseignement sera en français. Un dossier de publications qui permet d'être admis(e) à l'École des Études supérieures et de la Recherche de l'Université est souhaitable. Information supplémentaire un poste dans le même domaine, menant à la permanence, est annoncé pour juillet 1996. L'Université d'Ottawa est une université bilingue. Compte tenu des besoins des programmes, le bilinguisme actif est une condition d'embauche. L'Université applique une politique d'équité en matière d'emploi et invite particulièrement les femmes à présenter leurs candidatures. Le traitement et la charge de travail seront en conformité avec la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation, avant le 1er mai 1995, à: Monsieur Denis Brearley, Directeur, Département des Études anciennes, Université d'Ottawa, B.P. 450, succursale A, Ottawa, Ontario, Canada K1N 6N5

CLASSICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of Classics, Memorial University of Newfoundland, invites applications for a two-year term appointment at the rank of Lecturer or Assistant Professor, depending on qualifications, commencing 1 September 1995. A completed PhD is preferred. Area of specialization is Greek poetry. The successful candidate should be qualified to teach undergraduate courses in Greek and Latin, and Classical Civilization. There may be an opportunity for graduate-level teaching. Applicants must submit a curriculum vitae and have three letters of reference sent on their behalf. Evidence of teaching ability is desirable. Send applications before 30 April 1995 to: Dr. Mark Joyal, Head, Department of Classics, Memorial University of Newfoundland, St. John's, NF A1C 5S7; fax: (709)737-2135; e-mail: mjoyal@plato.ucs.mun.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Memorial University is committed to employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of Classics, Memorial University of Newfoundland, invites applications for an eight-month teaching term appointment at the rank of Lecturer, commencing 1 September 1995. PhD preferred or its near completion. The successful candidate should be qualified to teach undergraduate courses in Greek and Latin, as well as in Classical Civilization. Applicants must submit a curriculum vitae and have three letters of reference sent on their behalf. Evidence of teaching ability is desirable. Send applications before 30 April 1995 to: Dr. Mark Joyal, Head, Department of Classics, Memorial University of Newfoundland, St. John's, NF A1C 5S7; fax: (709)737-2135; e-mail: mjoyal@plato.ucs.mun.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Memorial University is committed to employment equity.

COMPUTER SCIENCE

CONCORDIA UNIVERSITY - Department of Computer Science. Applications are invited for limited term appointments for the academic year 1995-1996. The duties will consist of teaching of undergraduate and graduate level courses over the period of one year. Applicants should have a PhD degree in Computer Science or in a related field. Concordia University is located in downtown Montreal. The department has approximately 700 undergraduates, over 200 graduate students, and 28 full-time faculty members. The department has good teaching and research laboratories that are supported by a strong team of analysts and technicians. The department's principal research interests are artificial intelligence, combinatorics, computer algebra, data base, distributed computing, pattern recognition, programming languages, scientific computing, software engineering, and VLSI. It has established CENPARMI (the Centre for Pattern Recognition and Machine Intelligence), and it is an active participant in two inter-university centres, namely CICMA (Centre Interuniversitaire en Calcul Mathématique Algébrique), and GRIAQ (Groupe de Recherche Interuniversitaire en Architecture de Haute Performance et VLSI). Concordia is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Interested persons should send a resume and the names of at least three referees to: Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada H3G 1M8; Fax: (514)848-2830; e-mail: hiring@cs.concordia.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINDSOR - School of Computer Science. Applications are being accepted for 2 positions (1) a tenure-track, and (2) a limited-term faculty position in the School of Computer Science at the University of Windsor. A doctorate in Computer Science is an essential requirement for both positions. In addition, candidates should have expertise in software engineering and/or computer networking. Preference will be given to candidates with experience in the use of formal methods in the specification, design, and construction of systems that support applications in science, engineering or environmental studies. Candidates for the tenure-track position should also have experience in teaching at the university level. Both appointees will undertake teaching duties at the undergraduate and graduate level. As part of the undergraduate teaching duties, the appointee to the tenure-track position will be responsible for enhancing course offerings in an undergraduate Software Development degree program. As part of the research responsibilities, both appointees will contribute to the development of joint research projects with faculty in other disciplines on campus. The appointments are from July 1, 1995, at the rank of Assistant Professor. Applications will be considered from May 1 onward and will continue to be accepted until suitable candidates have been appointed. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified applicants should submit a detailed curriculum vitae and names of at least three referees, one of whom should be the head of the applicant's current department, to: The Director, School of Computer Science, University of Windsor, Windsor, Ontario N9B 3P4; (519)253-4232, ext. 2390; E-mail richard@cs.uwindsor.ca.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Applications are invited for a full-time tenure track faculty position in the School of Computer Science of the Technical University of Nova Scotia. Rank and salary for this position are open, competitive and commensurate with qualifications. A PhD is required, with evidence of excellent research accomplishments or potential. Duties will include teaching at the undergraduate, M.Sc. and PhD level. Candidates with lesser qualifications may be considered for a lecturer's position. Our undergraduate program is mandatory cooperative. The graduate programs include the only doctoral program in Computer Science in Nova Scotia. We have excellent research-oriented faculty and we enjoy the support of Industry, Government, and the Natural Sciences and Engineering Research Council of Canada. The Halifax metropolitan area has a population of close to 300,000, is the centre of Atlantic Canada and affords its residents a high quality of life. Applications, including a curriculum vitae and names and addresses of three references, will be accepted until the position is filled, and should be submitted to the Director, School of Computer Science, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia Canada B3J 2X4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

UNIVERSITY OF REGINA - Instructor I. The Department of Computer Science invites applications for the position of Instructor. Primary duties include the teaching of six undergraduate courses per year and related duties. Applicants should possess a Masters degree in Computer Science. Teaching experience at the university or technical college level is preferred. Salary will be commensurate with experience. The position is a three year term appointment for the period September 1, 1995 to August 31, 1997 (adjustable). Applications, including resume and names and addresses of three references, should be sent by May 15, 1995 to: Dr. L.V. Saxton, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan. S4S 0A2. (306) 585-4632. saxton@cs.uregina.ca. The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COUNSELLING

TRINITY WESTERN SEMINARY - Counselling Psogram Director. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to direct the program in Counselling. The successful applicant will be required to teach counselling theories, interventions, and pastoral care, and to administer a program of practica and internships. Three to five years of experience in professional counselling ministry, and a completed doctorate is required. Preference will be given to candidates with previous pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be directed to Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western Seminary does not discriminate on the basis of gender or ethnic identity.

TRINITY WESTERN SEMINARY - Counselling. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to direct the program in Counselling. The successful applicant will be required to teach counselling theories, interventions, and pastoral care. Three to five years of experience in professional counselling ministry, and a completed doctorate is required along with teaching experience at the graduate level. Preference will be given to candidates with previous pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be directed to Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western Seminary does not discriminate on the basis of gender or ethnic identity.

ECONOMICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Economics. Applications are invited for a three-year term appointment at the rank of lecturer or Assistant Professor beginning September 1, 1995. This position involves teaching undergraduate courses including money and banking and possibly graduate courses in our proposed M.A. program under review. Candidates should have completed or be close to completing a PhD. Previous teaching experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Applications with curriculum vitae and three letters of reference should be sent by April 30, 1995 to: Dr. Eugene Tsoa, Head, Department of Economics, Memorial University of Newfoundland, St. John's, Nfld. A1C 5S7.

EDUCATION

UNIVERSITY OF WINDSOR - Faculty of Education. Applications are invites for 2 limited-term positions in (1) Secondary School Science (Physics, Chemistry, General Science); (2) Social Studies (Elementary and Secondary) in the Faculty of Education at the University of Windsor. Applicants should have a doctoral degree or be qualified and prepared to proceed with doctoral studies. In addition, applicants should possess a teaching certificate and have several years of teaching experience. Appointment of those with a doctoral degree will be made at the Assistant Professor level. Those without a doctoral degree will be appointed at the rank of Lecturer. Applications will be accepted until May 1, 1995 or until the positions are filled. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae and the names, addresses and telephone numbers of three referees, should be sent to: Dr. Michael A. Awender, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4.

THE UNIVERSITY OF LETHBRIDGE - The Faculty of Education at the University of Lethbridge invites applications for a probationary (tenure-track) position for a candidate with a strong interest and expertise in teacher education at the undergraduate level. The Faculty also offers an M.Ed program. The Faculty is particularly interested in hiring an individual with expertise in the evaluation of student learning, curriculum and instruction, and strength in at least one of physical education, mathematics, social studies or science. Qualifications: Doctorate, or near completion; Demonstrated excellent teaching ability at both the school and university levels; Interest, experience and expertise in field supervision of student teachers and working with cooperating teachers; Demonstrated commitment to research. Salary: Commensurate with qualifications and experience. (Assistant Professors from $37,500 to approximately $45,000; Associate Professors from $44,500 to approximately $55,000). The appointment is expected to be made at the Assistant or Associate level. Effective date for Appointment: July 1, 1995. Application: Letter of application, full curriculum vitae and names of three references to be sent to: Dr. Myma L. Greene, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4. Closing date for Applications: April 30, 1995. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

LAKEHEAD UNIVERSITY - The Faculty of Education at Lakehead University invites applications for probationary (tenure-track) appointments in (a) computers and technology, and (b) sociology of education (expertise in secondary school history education or other subject areas would be an asset). Preference will be given to applicants who have completed a relevant doctoral degree and have school teaching experience. Responsibilities may include teaching at pre-service, in-service, and graduate levels and supervision of student teaching. There could be some off-campus or distance education teaching. Salary will be commensurate with qualifications and experience. An initial term contract may be available to an appropriate candidate completing a doctoral degree. These positions are subject to final budgetary approval. Interested applicants should submit a curriculum vitae and the names and addresses of three referees to: David Bates, Dean, Faculty of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN - College of Education, Field Experience Program. The College of Education, University of Saskatchewan, is seeking applications for several College supervisor positions in the 1995-1996 academic year. The successful candidates will be assigned to supervise interns placed in schools throughout the province and conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and eligibility for Saskatchewan teaching certificate; at least an M.Ed. degree or equivalent or a B.Ed. degree plus extensive experience in intern supervision; proven ability to work with teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Ralph D. Fram, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. Deadline for applications is May 1, 1995. Candidates will likely not be informed of appointments until June, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity.

SIMON FRASER UNIVERSITY - The Faculty of Education, Simon Fraser University, invites applications for a tenure-track position at the assistant professor level in law-related education and social studies education. The position entails a dual role directing the work of the Centre for Education, Law and Society in the Faculty of Education and teaching and conducting research in social studies education. The successful candidate requires a PhD in Education (Curriculum and Instruction) or near completion (with an emphasis in law-related education or social studies education). Applicants should forward a letter of application indicating teaching and research interests, a transcript of doctoral courses, title

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THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic)
前香港理工學院)

SWIRE CHAIR PROFESSOR OF DESIGN

(tenable immediately)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects at levels ranging from Higher Diplomas and Degrees through to Master's and Doctoral Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

The Swire Chair Professorship of Design was established within the School of Design with the support of the Swire group of companies. The School of Design, together with two language departments, constitutes the Faculty of Communication in the University.

The academic programmes offered by the School consist of five full-time Bachelor of Arts (Honours) degree courses in Fashion, Graphic, Industrial, Interior, and Photographic Design. All of these are substantially taken up by graduates from a two-year full-time Diploma course conducted within the School. Complementing the undergraduate core of design courses is a one-year full-time inter-disciplinary Master of Arts degree course in Design and a three-year part-time Bachelor of Arts (Honours) degree course in Art and Design in Education. The latter is specifically designed for secondary school teachers. Part-time Post-experience Diploma courses, for both Footwear and Jewellery Design, are currently under preparation.

The School has a total staff establishment of 77, of which 49 are academic staff. There is a growing profile of research, scholarly activities and research degree supervision to complement the various involvements in professional practice, exhibition and design consultancy. The School is housed in generous accommodation with a wide range of workshops all supervised by well-qualified technical support staff.

Applicants will normally be expected to have postgraduate academic qualifications, preferably at doctoral level, an international reputation in design and/or design education, a demonstrated commitment to excellence in teaching and research, as well as the personal qualities necessary to play a major role in academic leadership in a large and diverse department. Applicants for the position can be with research interest in any of the professional design areas of the School, or any of the associated historical, theoretical or cultural aspects of design.

Salary and Conditions of Service
Salary is within a range and not less than HK$91S,840 per annum.
(CAD$1 = HK$S.6 as at February 199S)

Initial appointments at this level are normally made on a fixed-term gratuity-bearing contract of four years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's education allowances.

Application
Application including curriculum vitae and names of three referees should be sent to the **Personnel Office, Room AG 426, Chung Sze Yuen Building, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong** before **April 30, 1995**.
(Fax (8S2)2764 3374, E-mail GSSTAFF@HKPCC.HKP.HK). Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation.

Doyenne des universités conodiennes et des universités francophones en Amérique, l'Université Laval oppuie le progrès et l'ouverture de lo société en offiont formotion de qualité et développement du savoir.

PROFESSEURE, PROFESSEUR DE LITTÉRATURE FRANÇAISE

Le Département des littératures désire pourvoir un poste de professeur, professeure en littérature française du XVII[e] siècle

FONCTIONS
- Assumer aux trois cycles un enseignement en littérature française du XVII[e] siècle
- Assumer la direction de mémoires de maîtrise et de thèses de doctorat
- Avoir des activités de recherche reconnues
- Participer aux activités départementales et universitaires

CRITÈRES DE SÉLECTION
- Doctorat en littérature (ou l'équivalent)
- Expérience de l'enseignement de la littérature française, de préférence au niveau universitaire
- Expérience de recherche en littérature française (XVII[e] siècle), publications ou subventions à l'appui
- Aptitude à travailler en équipe dans le domaine de la recherche.

TRAITEMENT ET CONDITIONS DE TRAVAIL
Selon la convention collective en vigueur

ENTRÉE EN FONCTION : 1[er] juin 1995

Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 1[er] mai 1995 à:

Monsieur Paul-André Bourque, directeur
Département des littératures
Faculté des lettres
Pavillon Charles-De Koninck
Université Laval, Québec G1K 7P4

UNIVERSITÉ LAVAL — *Faculté des lettres* — Département des littératures

LE SAVOIR DU MONDE PASSE PAR ICI

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux immigrantes et immigrants reçus. **En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.**

ANNONCES CLASSÉES

and abstract of dissertation (or proposal if dissertation is in progress), current curriculum vitae, evidence of scholarly publication and the names and addresses of three referee to Dr. Robin Barrow, Dean of Education, Simon Fraser University, Burnaby, BC V5A 1S6. Applications will be received until May 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This appointment is subject to budgetary authorization.

SIMON FRASER UNIVERSITY - The Faculty of Education, Simon Fraser University, invites applications for a tenure track position at the assistant professor level in philosophy of education with special reference to the philosophy of mind and moral or social issues. The successful candidate should have an earned doctorate in philosophy or philosophy of education and be able to provide evidence of an active interest in the above areas. Applicants should forward a letter of application indicating teaching and research interests, a transcript of doctoral courses, title and abstract of dissertation (or proposal if dissertation is in progress), current curriculum vitae, evidence of scholarly publication and the names and addresses of three referees to Dr. Robin Barrow, Dean of Education, Simon Fraser University, Burnaby, BC V5A 1S6. Applications will be received until May 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This appointment is subject to budgetary authorization.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Education, Memorial University of Newfoundland, invites application for tenure track position in the area of Administrative Studies commencing September 1, 1995. Appointments are normally made at the Assitant Professor level. Normal qualifications include an earned doctorate, broad academic background in school/school system administration, with specific competency in one or more of the following: personnel administration, school community partnerships, or leadership and educational change theory. Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities. All positions carry a requirement to teach and to maintain an active program of research and development. Applications including curriculum vitae and the names of at least three referees should be submitted by May 15, 1995 to: Dean of Education, Faculty of Education, Memorial University of Newfoundland, St.John's, NF A1B 3X8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary aposval.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Education of Memorial University of Newfoundland, invites applications for a tenure track position in the area of Educational Psychology, with a specialization in counselling, commencing September 1, 1995. Appointments are normally made at the Assistant Professor level. Applicants should have a doctorate, and preference will be given to those with counselling experience in educational settings. It is desirable if applicants possess expertise in one or more of the following areas: assessment, development, learning, exceptionality. Duties will include undergraduate and graduate teaching in school counselling and school psychology, and the supervision of graduate interns. All positions carry a requirement to teach and to maintain an active program of research and development. Applications including curriculum vitae and the names of at least three referees should be submitted by May 15, 1995 to: Dean of Education, Faculty of Education, Memorial University of Newfoundland, St.John's, NF A1B 3X8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary aposval.

ENGINEERING

LAKEHEAD UNIVERSITY - The Department of Electrical Engineering at Lakehead University invites applications from elestical engineers with a PhD in any area of communications engineering, for a probationary (tenure-track) appointment at the rank of Assistant Professor. The successful candidate will be expected to: teach effectively and to develop laboratories at the undergraduate level; develop a significant research program and attract research grants; and, be dedicated to engineering education and work effectively with colleagues in the Department. Candidates must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, statement of research objectives and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

McGILL UNIVERSITY Post-doctoral fellows in (i) Fluid-Structure Interactions to work with Profs M.P. Paidoussis and S.J. Price; experience in fluids experimental work essential; (ii) in Dynamics, with experience in nonlinear dynamics particularly and in experimental techniques. Apply to: M.P. Paidoussis, Dept. of Mech Eng, McGill U., 817 Sherbrooke West, Montreal, QC H3A 2K6 Canada.

UNIVERSITY OF WINDSOR - The Department of Industrial & Manufacturing Systems Engineering invites applications for a tenure-track faculty position at the Assistant Professor rank in the area of engineering design for manufacturing. Expertise in product/ systems design and CAD/CAM is required. Relevant experience in rapid product development for: tool/die/mold making, or sheet metal work & assemblies, is desirable. Applicants must have a bachelor degree in Engineering, be eligible for Professional Engineering registration and have a PhD degree, preferably in the fields of Manufacturing, Industrial or Mechanical Engineering. Applicants must have potential or proven ability for excellence in research and teaching as well as in attracting research funding. The appointment will commence July 1, 1995 or January 1, 1996. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Consideration of applications will begin April 30, 1995. Applicants should send curriculum vitae and the names of three referees to: Dr. Waguih H. ElMaraghy, Professor & Head, Department of Industrial & Manufacturing Systems Engineering, Faculty of Engineering, University of Windsor, 401 Sunset Avenue, Essex Hall 236, Windsor, Ontario, Canada N9B 3P4. Phone (519)253-4232, Ext. 5037. Fax: (519)971-3656

UNIVERSITY OF BRITISH COLUMBIA - Department of Civil Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the field of Transportation Engineering. The successful candidate will be expected to be active in graduate teaching, research and interaction with government and industry, and to take part in teaching transportation and other related undergraduate courses. Qualifications should include a PhD in engineering or a related discipline, and the successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. Relevant industrial experience would be an asset. The successful candidate is expected to have expertise in at least one of the following areas: transportation systems planning and modelling; and highway design, operations and control, including intelligent vehicle and highway systems. He or she should have a strong background in analytical methods and/or computer-based experimental research. The deadline for applications is May 30, 1995, with the appointment to be made effective January 1, 1996, or as soon as possible thereafter. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit an application, including a curriculum vitae and the names of three referees, to: Dr. M. Isaacson, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, BC, Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN - Department of Civil Engineering. Hydrotechnical Engineering Position. Applications are invited at the Assistant Professor level in the area of Hydrotechnical Engineering. The Department is seeking an individual capable of providing strong cross disciplinary ties between the hydrotechnical/water resources area and either environmental, geoenvironmental or geotechnical engineering. An important aspect of this position will deal with numerical modelling in these areas of civil engineering. The successful candidate will be expected to teach undergraduate classes in the classic areas of hydrotechnical/water resources engineering as well as in a related discipline(s) of civil engineering stated above. Applicants should have a PhD with some related industrial experience and be eligible for professional registration in the Association of Professional Engineers of Saskatchewan. The successful applicant will be expected to participate in the graduate program, to initiate a funded research program and to develop strong liaisons with industry and government agencies. The University of Saskatchewan is committed to the practice of employment equity. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan has over 18,000 students and is housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of approximately 200,000. There are approximately 150 undergraduate and 70 graduate students in the Department and B.E., M.Eng., M.Sc., and PhD degrees are offered. Interested candidates should submit their application, including the following materials: a curriculum vitae, academic transcript, abstract of their doctoral dissertation, copies of recent publications and names and addresses of three referees. Early applications are encouraged because appointments will be made beginning July 1, 1995. Applications should be forwarded to: Dr. Dennis Putnik, Head, Department of Civil Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, SK S7N 5A9.

McGILL UNIVERSITY - The Department of Civil Engineering and Applied Mechanics, McGill University, seeks applications for two tenure track appointments at the Assistant Professor level. The areas of interest include Geoenvironmental Engineering and Structural Engineering. The Department of Civil Engineering and Applied Mechanics is one of five Departments of Engineering and two Schools within the Faculty of Engineering. The Department has 18 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, structural engineering, environmental engineering, geoenvironmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 280 full-time students at the undergraduate level and approximately 130 graduate students in M.Eng., PhD and Diploma programs. Geoenvironmental Engineering: Applicants for this position must possess an earned doctorate in civil engineering or in a closely related engineering discipline, with research emphasis on any aspect of geoenvironmental engineering. Special consideration will be given to candidates with a strong background in quantitative and computational methods as applied to geoenvironmental engineering problems which include simulation of physical, chemical and biological processes associated with contaminant transport in subsurface environments, modelling of groundwater and solute transport problems, or the application of mathematical and modern computational methods to the solution of contaminant transport problems in the geosphere. A background experience or an interest in experimental methods will be considered an advantage. The successful candidate is expected to develop a vigorous research effort with a special emphasis on modelling and computational aspects of geoenvironmental engineering, to teach and develop undergraduate and graduate courses in geoenvironmental engineering as well as in allied areas of importance to civil engineering. Structural Engineering: Applicants for this position must possess an earned doctorate in civil engineering with specialization in structural engineering. An interest in teaching structural engineering oriented courses at both the graduate and undergraduate levels is essential. The successful candidate must demonstrate a capability to develop and sustain research activity in structural engineering. Target areas of research include structural materials and structural evaluation and rehabilitation. The positions are available starting 1st August 1995. The screening of candidates will begin May 1995, and will continue until these positions are filled. Interested candidates should submit an application, which includes a statement of research and teaching experience, names and addresses of three referees and copies of recent publications in refereed journals, to Professor A.P.S. Selvadurai, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Steet West, Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The positions are subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement.

ENGLISH

UNIVERSITÉ DE MONTRÉAL. The Département d'études anglaises invites applications for a contractually limited 9-month appointment in Modern and Contemporary British literature and culture (second field in Canadian desirable). Budget approval pending. The Department intends to conduct a full search for a tenure-track position as assistant professor in the fall of 1995. The person hired for the limited term appointment may apply for the tenure-track position. Working knowledge of French required. PhD in hand. Send application and dossier by May 12, 1995 to: Robert K. Martin, Chair, Département d'études anglaises, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Fax: (514)343-6443

UNIVERSITY OF GUELPH - The Department of English at the University of Guelph invites applications for two appointments, effective August 1, 1995, of scholars and teachers with strong historical credentials in pre-twentieth-century fields, especially Renaissance studies and nineteenth-century studies. One appointment is a tenure-track position at the Assistant Professor level and the other is a two-year limited contract position with the possibility of conversion into tenure-track at the end of the contract. Candidates for the tenure-track position should have dramatic literature as a component of their expertise. Successful candidates will complement the department's strengths in one or more of the following areas: postcolonial and cultural studies, studies in the construction of national literatures, dramatic literature, gender studies, children's literature. Candidates for both positions should have a completed PhD; teaching experience and publications are preferred. The contract position requires full-time teaching for the Fall and Winter semesters and offers benefits and a paid research semester. Salary commensurate with qualifications and experience. The University of Guelph is a mid-sized research-intensive institution whose English Department offers well-respected B.A. and M.A. programmes and is in the process of drafting a PhD programme in limited fields. Applicants should send a curriculum vitae and arrange for the forwarding of three letters of reference to: Dr. Gerald Manning, Chair, Department of English, University of Guelph, Guelph, ON N1G 2W1. (Fax 519-766-0844). Deadline for applications: May 1, 1995. These positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY OF WATERLOO - Dept. of English. Applications are invited for a tenure-track position at either the assistant or associate professor level. Applicants must have a PhD with specialization in Canadian Literature. Demonstrated strength in teaching and research is desirable. Duties will include teaching undergraduate and graduate courses. Salary negotiable. Appointment effective 1 September 1995 or 1 January 1996. Send resumes, transcripts, writing samples, and letters of reference to Dr. William Macnaughton, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 no later than 31 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - Dept. of English. Applications are invited for a one year, definite term position at the assistant professor level. Applicants must have a PhD with specialization in American Literature, Eighteenth-Century Literature, or Shakespeare. Demonstrated strength in teaching and research is desirable. Duties will include teaching undergraduate courses and possibly one graduate course. Salary negotiable. Appointment effective 1 September 1995 or 1 January 1996. Send resumes, transcripts, writing samples, and letters of reference to Dr. William Macnaughton, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 no later than 15 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of English, University of Western Ontario, invites applications for a tenure-track position at the rank of Associate or Assistant Professor from 1 July 1996. Salary will be appropriate to qualifications and experience. We are particularly interested in candidates with a demonstrated expertise in one of the

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PROFESSEURE, PROFESSEUR EN ÉTUDES CINÉMATOGRAPHIQUES

Le Département des littératures désire pourvoir un poste de professeur, professeure en études cinématographiques

FONCTIONS

- Assumer aux trois cycles un enseignement en études cinématographiques
- Assumer la direction de mémoires de maîtrise et de thèses de doctorat.
- Avoir des activités de recherche reconnues
- Participer aux activités départementales et universitaires

CRITÈRES DE SÉLECTION

- Doctorat en études cinématographiques (ou l'équivalent)
- Expérience de l'enseignement au niveau universitaire
- Connaissance étendue des corpus et de l'histoire du cinéma
- Expérience de la recherche, publications ou subventions à l'appui
- Aptitude à travailler en équipe dans le domaine de la recherche
- Aptitude au travail de recherche dans le cadre de projets subventionnés

TRAITEMENT ET CONDITIONS DE TRAVAIL

Selon la convention collective en vigueur

ENTRÉE EN FONCTION : 1er juin 1995

Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 1er mai 1995 à :

Monsieur Paul-André Bourque, directeur
Département des littératures
Faculté des lettres
Pavillon Charles-De Koninck
Université Laval, Québec G1K 7P4

Doyenne des universités canadiennes et des universités francophones en Amérique, l'Université Laval appuie le progrès et l'ouverture de la société en offrant formation de qualité et développement du savoir.

UNIVERSITÉ LAVAL — *Faculté des lettres* — Département des littératures

LE SAVOIR DU MONDE PASSE PAR ICI

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux immigrantes et immigrants reçus. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
前香港理工學院)

CHAIR PROFESSOR OF CIVIL ENGINEERING

(tenable immediately)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects at levels ranging from Higher Diplomas and Degrees through to Master's and Doctoral Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

The Chair Professorship is available in the Department of Civil and Structural Engineering of the Faculty of Construction and Land Use which consists of three other Departments: Building and Real Estate, Building Services Engineering, and Land Surveying and Geo-Informatics.

The Department of Civil and Structural Engineering runs a part-time modular Master of Science degree course in Civil Engineering, sandwich/full-time/part-time Bachelor of Engineering (Honours) degree courses in Civil Engineering, a full-time Bachelor of Engineering (Honours) degree course in Environmental Engineering, a full-time Higher Diploma course in Civil Engineering, a modular part-time Post-experience Scheme in Civil Engineering and a part-time Higher Certificate course in Wastes and Water Management, and is about to start a part-time modular Master of Science degree course in Environmental Engineering. The Department has about 30 research students studying for the awards of Master of Philosophy and Doctor of Philosophy degrees.

The Department is active in research with well established groups in Structural Engineering including Structural Dynamics, Coastal Hydraulics and Environmental Engineering and smaller groups in High Performance Concrete Technology, Transportation, Rock Engineering and Construction Technology and Productivity.

The Department has a total staff establishment of 77, of which 40 are academic staff. The appointee will be expected to provide academic leadership in all aspects relevant to the progress of the Department and may be offered a concurrent appointment as Head of the Department of Civil and Structural Engineering.

Applicants should have a doctoral degree and a professional qualification in a relevant engineering discipline, a strong track record in research, and personal qualities necessary to lead and manage a large department.

Salary and Conditions of Service
Salary is within a range and not less than HK$915,840 per annum.
(CAD$1 = HK$5.6 as at 28 February 1995)

Initial appointments at this level are normally made on a fixed-term gratuity-bearing contract of four years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's education allowances.

Application
Application including curriculum vitae and names of three referees should be sent to the **Personnel Office, Room AG 426, Chung Sze Yuen Building, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong** before **April 30, 1995.** (Fax (852)2764 3374, E-mail GSSTAFF@HKPCC.HKP.HK). Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation.

following: Early Modern Literature (1500-1700); Modern British Literature (1900-1945), with a particular emphasis on women's writing. Preference will be given to applicants who have expertise in feminist and/or cultural theory. Qualifications include the completed PhD or equivalent, as well as an established record of teaching and research/publication. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the work place, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Gaudet, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7; FAX: (519)661-3776. Applications must be received by 22 September 1995.

DALHOUSIE UNIVERSITY - Department of English. Applications are invited for two limited-term appointments for the period July 1, 1995 to June 30, 1996 at the rank of Assistant Professor or lecturer. Applications in all fields are welcome. Salary will be dependent upon qualifications. The closing date for applications is May 1, 1995. letter of application, c.v., transcripts, and three letters of reference should be sent to: Ronald Huebert, Chair, Dept. of English, Dalhousie University, Halifax, Nova Scotia B3H 3J5. Persons who applied for the previously advertised tenure-track positions may enter this competition simply by sending written notification of their desire to do so. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

FOLKLORE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Folklore. Applications are invited for a full-time tenure-track position, at the rank of lecturer or Assistant Professor, in the Department of Folklore at the Memorial University of Newfoundland, to commence on the 1st September 1995. Applicants should have a PhD in Folklore, and preferably University teaching and research experience. They must have a background in contemporary theoretical approaches to groups, ethnicity and regionalism, with a focus on Canadian and/or Newfoundland and Labrador folklore. Ability to teach material culture studies is also required. Experience in the public sector would be an asset, as would be an interest/expertise in distance education. The Department of Folklore has well-established undergraduate, and thriving M.A. and Ph.D programs. The successful candidate is expected to develop and teach courses at all three levels, supervise graduate students, and establish and maintain a strong program of research. The post is subject to budgetary approval. Memorial University is committed to employment equity. Applicants should forward a letter of application, curriculum vitae (including evidence of teaching effectiveness for candidates with teaching experience) and the names of three referees to: Dr. Paul Smith, Head, Department of Folklore, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X5, Canada. The closing date for applications is 30th April 1995. In accordance with Canadian immigration requirements, this advertisement is, in the first instance, directed towards Canadian citizens and permanent residents of Canada.

FOOD SCIENCE

UNIVERSITY OF ALBERTA - The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a tenure track Assistant Professor position in Food Science and Technology (cereals, fats and oils). The successful applicant will have PhD level training and relevant postdoctoral research experience in food science (especially food chemistry and/or processing) and will be required to conduct original research in the area of cereals, fats and oils, with relevance to "value-added" processing and product development, and to consumer demands. Excellent opportunity exists for linkages with existing food system groups in the department, including crop and animal research, microbiology, biotechnology, food packaging, product development, human nutrition and dietetics. Development of research linkages with industry, federal and provincial research laboratories (including the Food Processing Development Centre of Alberta Agriculture, Food and Rural Development at Leduc) would also be expected. The incumbent would also be expected to teach up to three single term courses (at least one at a senior level) in their area of expertise, in support of the BSc Nutrition and Food Sciences and other undergraduate degrees, and to develop a PhD level graduate student program. Appropriate levels of technology transfer to industry, government and the public would also be expected. Salary will be commensurate with experience at the level of Assistant Professor (1994-95 salary range is $39,230 to $55,530). Starting date will be no later than September 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should submit an outline of their research experience and research interests, along with reprints of publications, their curriculum vitae and the names of three persons who could provide references, to Dr. K.G. Briggs, Chair, Department of Agriculture, Food and Nutritional Science, Faculty of Agriculture, Forestry and Home Economics, University of Alberta, Edmonton, Alberta T6G 2P5. The competition will be open until June 1, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

FORESTRY

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Forest Resources Management. Position in Conservation Policy Management. Applications are invited for a tenure track position in Forest Resources Management at the Assistant Professor level to support the new Faculty of Forestry degree program in Natural Resources Conservation. This position is subject to final budgetary approval. The successful candidate will be expected to develop and teach undergraduate and graduate courses which focus on conservation policy, and planning as applied in parks, protected areas and industrial forests, and to develop an active research program in one or more of these areas. Applicants should have a doctoral degree in a related field. Familiarity with GIS applications in planning and management at both landscape and site levels would be an asset. Experience in the field is preferred. Salary is commensurate with experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a women with exceptional qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is June 30, 1995. letters of application, curriculum vitae, and the names, addresses and phone numbers of three referees should be sent to: Dr. Gordon Baskerville, Head, Dept. of Forest Resources Management, University of British Columbia, 270, 2357 Main Mall, Vancouver, BC V6T 1Z4.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province with regional offices in Prince Rupert, Fort St. John and Quesnel and a main campus located in Prince George (population 72,000). These opportunities in the Faculty of Natural Resources and Environmental Studies involve undergraduate and graduate teaching and advising, research and service to the UNBC region. Resource Planning: PhD in Forestry, Integrated Resources Management, Landscape Ecology or other relevant discipline together with a commitment to teaching excellence and a desire to participate in interdisciplinary research in support of land and resources management are requirements. Applicants must be familiar with a variety of planning tools such as forest simulation models and GIS and have used them in planning applications such as timber scheduling, habitat evaluations and cumulative effects analysis. Forest Management: PhD in Forestry or other relevant discipline together with a commitment to teaching excellence and a desire to participate in interdisciplinary research in support of sustainable forest management are requirements. A broad knowledge of forest policies and practices in Canada is important and the successful candidate will be well qualified to teach field oriented courses in Resource Measurements and Forest Harvest Systems. Preference will be given to applications received before April 30, 1995. The preferred start date is August 1, 1995 but no later than September 1, 1995. Rank and salary will be according to experience and qualifications. Please forward your application, complete with cv and the names, addresses and fax numbers of three referees to: Dr. W. Kessler, Chair of Forestry, c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604)960-5695. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and welcomes applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

FRENCH

UNIVERSITÉ CONCORDIA - Le département d'Études françaises de l'Université Concordia sollicite des candidatures à un poste de professeure adjointe ou de professeur adjoint de linguistique et didactique. Poste de suppléante ou de suppléant à durée limitée, date d'entrée en fonction: le 1er août 1995. Fonctions: enseignement au 1er cycle; administration des programmes. Critères de sélection: doctorat (ou l'équivalent); expérience pertinente de l'enseignement des langues et de la linguistique; recherches et publications. Conditions: le rang et le salaire seront déterminés conformément à la convention collective. Date de clôture des candidatures: à fixer. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation à Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préférence sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ CONCORDIA - Le département d'Études françaises de l'Université Concordia sollicite des candidatures à un poste de professeure adjointe ou de professeur adjoint de langue et traduction. Poste de suppléante ou de suppléant à durée limitée; date d'entrée en fonction: le 1er août 1995. Fonctions: enseignement de la langue française et de la traduction au 1er et au 2e cycles; tâches administratives. Critères de sélection: doctorat (ou l'équivalent); expérience pertinente de l'enseignement; recherches et publications. Conditions: le rang et le salaire seront déterminés conformément à la convention collective. Date de clôture des candidatures: à fixer. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation à Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préférence sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ DE WATERLOO - Le Département d'études françaises de l'Université de Waterloo sollicite des candidatures à un poste de professeur(e) remplaçant(e) à plein temps pour 8 mois (1 sept. 95 - 30 avril 96) au rang de professeur(e) adjoint(e), sous réserve de l'approbation budgétaire. Exigences: doctorat obtenu ou sur le point d'être obtenu, et expérience de l'enseignement. Fonctions: enseigner trois cours aux trimestres d'automne et d'hiver, dont des cours de français, langue seconde, et un ou deux cours spécialisés, selon le domaine de spécialisation; participation au travail administratif du département. Traitement: selon les titres et qualifications. Prière d'adresser sa lettre de candidature et son curriculum vitae (avec les noms de trois répondants) au Prof. D.W. Russell, directeur, Département d'études françaises, Université de Waterloo, Waterloo, ON N2L 3G1. Conformément aux exigences de Citoyenneté et Immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'université a une politique d'équité en matière d'emploi et encourage les femmes et les hommes qualifié(e)s, les autochtones, les membres de minorités visibles et les personnes handicapées à présenter leur candidature. Date de clôture: le 30 avril 1995.

GEOGRAPHY

CONCORDIA UNIVERSITY, Urban Studies Programme, Department of Geography. A limited Term appointment at the instructor or Assistant Professor rank to begin 1 August 1995 for a period of up to two years, pending budgetary approval. Candidates should have experience in urban planning practice and theory. The programme is seeking a dynamic teacher for the introductory course and a planning laboratory. A PhD is required for appointment at the level of Assistant Professor. The Urban Studies programme offers pre-professional undergraduate studies leading to a B.A. degree with Major, Specialization and Honours options. Honours students undertake directed research. Faculty teach core courses in urban development processes, community studies, field investigation methods, computer applications, planning history and law, along with methods of intervention. Students also take courses in Geography, Political Science, Sociology and Economics and may also undertake internships for course credit. The base salary is currently $42,000 per annum. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please submit a letter of application, curriculum vitae and arrange for three letters of reference to be sent directly to the Chair by May 15, 1995. We may also wish to include examples of work or publications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Apply: The Chair, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal H3G 1M8, QC Canada; Phone: 514/848-2050, FAX: 514/848-2057.

GERMANIC & SLAVIC STUDIES

BROCK UNIVERSITY - The Department of Germanic and Slavic Studies at Brock University invites applications for one nine-month limited term appointment beginning on August 16, 1995, subject to budgetary approval. Applicants should specialize in Russian language and literature, and should have demonstrated teaching competence at all levels. Applicants must have completed or nearly completed a PhD. Evidence of teaching ability and scholarship is essential. A CV, teaching evaluations, and the names of three referees should be submitted to: Professor Barry W.K. Joe, Chair, Department of Germanic and Slavic Studies, Brock University, St. Catharines, Ontario L2S 3A1 before April 30, 1995. Phone (905)688-5550, ext. 3312/3314; e-mail: bjoe@spartan.ac.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

GERMAN STUDIES

TRENT UNIVERSITY - Subject to budgetary approval applications are invited for an eight-month limited term position at a 0.8 level in the Department of Modern Languages and Literatures, German Studies Section, at the level of Lecturer from September 1, 1995 to April 30, 1996. Duties will include the teaching of one section of Beginners German, Intermediate German and an upper-year half course in literature, e.g. 20th Century Literature, or Romanticism. Candidates with other area specialties are also encouraged to apply. Applicants should have completed or nearly completed their PhD and possess native or near native fluency in German. Experience in, and commitment to undergraduate teaching are essential. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to: Professor Arndt A. Kruger, Chair, German Studies, Trent University, Peterborough, Ontario K9J 7B8. Deadline: May 15, 1995. In accordance with the Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Trent University is an Employment Equity Employer and especially invites candidacies from women, aboriginal peoples, visible minorities, and disabled persons.

HISTORY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of History invites applications for a term appointment of 24 months at the rank of Lecturer or Assistant Professor in Irish history to begin in September 1995. This position is subject to budgetary approval. An ability to teach Military history would be an asset. The successful candidate may also be required to teach some first-year courses in World History. Preference will be given to applicants with a PhD, publications and teaching experience. Applicants should forward a letter of application, a curriculum vitae and three letters of reference by 30 April 1995 to: Dr. Linda Kealey, Head, Department of History, Memorial University of Newfoundland, St. John's, NF A1C 5S7. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of History, Memorial University of Newfoundland, invites applications for an eight-month teaching term appointment in Canadian history to begin in September 1995. This position is subject to budgetary approval. The successful candidate may also be required to teach some first-year courses in World History. The appointment will be either at the Lecturer or Assistant Professor level with salary dependent on rank, qualifications and experience. Preference will be given to applicants with a PhD, publications and teaching experience. Applicants should forward a letter of application a curriculum vitae and three letters of reference by 30 April 1995 to: Dr. Linda Kealey, Head, Department of History, Memorial University of Newfoundland, St. John's, NF A1C 5S7. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

DEAN OF THE FACULTY OF GRADUATE STUDIES

The University of Guelph invites applications and nominations for the position of Dean of the Faculty of Graduate Studies.

The Dean of Graduate Studies reports to the Provost and Vice-President (Academic) and is responsible for providing leadership in all aspects of the University's graduate programs. The Dean also serves on the senior council of Deans and Vice-Presidents and is an ex-officio member of Senate and several Senate Committees.

The University of Guelph is a comprehensive, research-intensive university enroling 11,000 full-time undergraduates and 1800 graduate students annually. The Faculty of Graduate Studies includes approximately 700 faculty members with responsibility for 55 Master's and 37 Doctoral programs associated with most of the traditional disciplines and in many distinctive specialties of the University of Guelph. The University accords a very high priority to graduate studies in general, and makes a particular commitment to inter-disciplinary graduate programs and to developing the natural linkage between research and education.

The successful candidate will have a strong record of leadership and achievement pertinent to graduate studies and demonstrated excellence in teaching and research. The appointee will assume a faculty appointment in an appropriate academic unit. The term of office is five years, renewable for five additional years, and will commence September 1, 1995.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

APPLICATIONS AND NOMINATIONS SHOULD BE DIRECTED BY MAY 1, 1995 TO J.R. MACDONALD, VICE-PRESIDENT, ACADEMIC, UNIVERSITY OF GUELPH, GUELPH, ONTARIO N1G 2W1.

UNIVERSITY of GUELPH

FACULTY POSITION
CENTRE FOR SPACE RESEARCH

The Centre for Space Research of the University of New Brunswick invites applications for a tenure track position in Space Science. The successful candidate will be a member of the faculty of the Department of Physics. He/she will support the research programs of the newly established Centre for Space Research under the direction of the Senior Chair, and will be expected to develop his/her independent programs as part of the technical and scientific activities of the Centre. These currently include the participation in a number of Canadian and International flight missions including the HiRES solar physics sounding rocket programme, the ESA/NASA Solar and Heliospheric Observatory (SOHO), and Hubble Space Telescope (HST).

The successful candidate should have experience with space investigations, including techniques for mission operations and data analysis. Applications are invited from individuals in all fields of space science. Preference will be given to candidates with experience in studies of one or more of the following fields: the terrestrial atmosphere and magnetosphere, the interplanetary medium, and solar/terrestrial coupling.

The faculty position will be effective 1 July 1996. The position is being advertised now with the expectation that soft money support will permit an earlier start date.

Applications, including a vita and a statement of current research interests, should be sent to:

Dr. A.R. Sharp
Chair, Department of Physics, The University of New Brunswick
Post Office Box 4400, Fredericton, New Brunswick, Canada E3B 5A3

The closing date for applications is **15 May 1995**. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle to employment equity.

UNIVERSITY OF NEW BRUNSWICK

La Faculté d'Éducation de l'Université d'Ottawa recherche les services d'une **professeure ou d'un professeur en didactique des mathématiques** (Enseignement en langue française) pour la section didactique\Disciplinary Studies.

Qualifications :

1. Doctorat en éducation;
2. Spécialisation en didactique des mathématiques;
3. Dossier actif de recherche;
4. Expérience dans l'enseignement à l'élémentaire;
5. Connaissance passive de l'anglais, ou disponibilité pour l'atteindre avant la permanence, est exigée.

Fonctions :

1. Enseignement en français aux programmes du B.Ed., M.Ed. et M.A., et Ph.D.;
2. Recherche dans le domaine de la didactique des mathématiques;
3. Supervision de thèses de M.A. et de Ph.D.;
4. Supervision de la pratique à l'enseignement;
5. Collaboration avec les partenaires du milieu scolaire;
6. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à œuvrer dans le domaine de l'éducation en langue française en Ontario.

Rang et salaire : Selon les titres, les qualités, l'expérience, en conformité avec la convention collective.

Entrée en fonction : Le 1er juillet 1995

Conformément aux stipulations de la loi canadienne sur l'immigration, le poste est offert aux citoyens canadiens et aux résidents permanents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le poste sera comblé sous réserve des disponibilités budgétaires.

Prière de laire parvenir la demande d'emploi, votre curriculum vitæ ainsi que le nom et l'adresse de trois personnes à des fins de références, avant le 30 avril 1995, à l'adresse qui suit: Mme Margaret McKinnon, vice-doyenne à la recherche, Faculté d'Éducation, Universlté d'Ottawa, 145, rue Jean-Jacques-Lussier, Ottawa (Ontario) K1N 6N5.

ANNONCES CLASSÉES

INTERNATIONAL STUDIES

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). We are currently seeking a sessional lecturer to join our academic team on September 1, 1995. This position will either be full or part-time contract terms. Your academic background should include appropriate training in Japanese Language and Culture. Please forward your resume and three letter of reference to: Dean Douglas C. Nord, Faculty of Management and Administration, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604)960-5655. email: rachel@unbc.edu. Preference will be given to those applications received by April 30, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

JOURNALISM

THE UNIVERSITY OF WESTERN ONTARIO - The Graduate School of Journalism is searching for an experienced journalist to teach in its print program. We require someone with a strong professional record, a high degree of computer literacy, an interest in new technology, and a commitment to teaching. Graduate degree preferable but not essential. We offer an opportunity to work with a select group of 40 highly motivated graduate students. This is a two-year limited term appointment which may be filled on a full or half-time basis depending on the quality and availability of applicants. Deadline for applications: April 30, 1995, for September 1, 1995 start. Apply to: Dean Peter Desbarats, Graduate School of Journalism, Middlesex College, The University of Western Ontario, London, Ontario N6A 5B7. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

KOREAN STUDIES

YORK UNIVERSITY - Cross-Cultural Studies/Korea. The Division of Humanities, Faculty of Arts, York University invites applications for a limited term position at the Assistant Professor level in the field of Cross-Cultural Studies/Korea, to commence July 1, 1995. The position will be for one year. This appointment is subject to budgetary approval. Prospective candidates should have the qualifications to teach and conduct research in Cross-Cultural Studies with a focus on Korea. Applicants should have the appropriate scholarly strengths to teach introductory and advanced courses on Korean Culture from a cross-cultural perspective and, more broadly, Humanities interdisciplinary courses from first to fourth years. An excellent command of Korean and the ability to contribute to Western cultural courses are required. Preference will be given to candidates with expertise in Modern Korean culture. A PhD is essential as is an active programme of scholarly research in the field. Salary will depend on qualifications and experience. A letter of application with curriculum vitae should be sent to: Professor Margo Gewurtz, Chair, Division of Humanities, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for applications is April 30, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

LIBRARY

TRENT UNIVERSITY, The Thomas J. Bata Library, invites applications for the position of Systems Librarian. This is a probationary appointment leading to permanency, commencing September 1, 1995. Reporting to the University Librarian, the Systems Librarian, in consultation with other Librarians and departments and in cooperation with Computer and Telecommunications Services, is responsible for the enhancement and day-to-day maintenance of the library's integrated system. Using Data Research Associates software, the system currently supports cataloguing, acquisitions, circulation, OPAC and serials control functions. Specific duties of the Systems Librarian include management of the contract with DRA, upgrading and installing software, managing user accounts, writing reports and end-user training. The successful candidate will also be responsible for the development and maintenance of a campus-wide CD-ROM network, Gopher-based library services, planning for a regional network and various other automated systems supporting a mix of library activities. All of these duties are performed within a collegial, consultative and cooperative framework. Applicants must have a masters degree in library science from an ALA accredited institution and at least three years experience, knowledge of and experience with integrated library systems, demonstrated technical abilities, wide knowledge of current and developing information technology, strong organizational and interpersonal skills, experience in other library operational areas. Knowledge of the DRA system and VAX/VMS would be particularly desirable. A flexible approach to assigned responsibilities is important. Trent University is a small liberal arts and science institution serving approximately 3,500 full-time and 1,600 part-time students. The University is fully committed to the principle of employment equity and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Librarians are included within the Trent University Faculty Association. The position will be filled at a level commensurate with qualifications and experience with a minimum salary range at Librarian II of $37,928 per annum. Please send resume and names of three referees by May 15th to: Mr. Murray W. Genoe, University Librarian, Thomas J. Bata Library, Trent University, Peterborough, Ontario K9J 7B8.

YORK UNIVERSITY - Reference Librarian/History Bibliographer, Reference Librarian/Sociology and Psychology Bibliographer. York University Libraries are seeking two self-motivated, service-oriented librarians to work as members of a team in the Scott Library Reference Department. Responsibilities include reference services and bibliographic instruction; collection development and management; liaison with academic units; professional development, research and scholarly work; and service to the University. York University is the third largest university in Canada serving a population of approximately 50,000 students from diverse cultures. The Scott Library contains over 2,000,000 items with subject strengths in the Humanities, Social Sciences and Fine and Performing Arts. Qualifications: Required: ALA accredited MLS or equivalent; Educational background in history or in sociology/psychology and knowledge of print and electronic resources in these and related disciplines. Interest in and demonstrated ability to incorporate information technologies into reference services. Skills to provide instruction in varied teaching environments. Effective communications skills, interest in library and university committee responsibilities and ability to manage a diverse workload. Willingness to work nights and weekends. Desired: Advanced degree in History or Sociology or Psychology; working knowledge of at least one Western European language; professional work experience in an academic library. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. These are continuing appointments (tenure track) to be filled at the Assistant Librarian level and appropriate for librarians with up to two years experience. These positions are included in the York University Faculty Association bargaining unit. The salary floor for an Assistant Librarian is $36,990. Preference will be given to applications received before May 31, 1995. Applications, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the names of two referees should be sent to: Chair, Appointment Committee, 310 Scott Library, York University Libraries, 4700 Keele St., North York, Ont. M3J 1P3. We appreciate all applications but are unable to acknowledge them individually. Only candidates being considered for an interview will be contacted.

LINGUISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Linguistics Department, Memorial University of Newfoundland, is seeking to make two term appointments, effective 1 September 1995, subject to budgetary approval. One appointment is an eight-month teaching term appointment at the rank of Lecturer; the other is a twelve-month regular term appointment. Qualifications for both positions: PhD in Linguistics and a demonstrated record of effective teaching and research publications. Duties to include teaching a variety of linguistics courses at the undergraduate and graduate levels as well as research guidance. The department anticipates that one of the two positions will be in syntax. Applicants should indicate whether they are willing to be considered for both positions. Deadline for receipt of applications: 30 April 1995. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Please arrange to send a curriculum vitae, a letter of application and supporting documents, and letters from three referees, to Dr. J. Black, Head, Department of Linguistics, Memorial University of Newfoundland, St. John's, NF A1B 3X9, Canada.

MANAGEMENT

SAINT MARY'S UNIVERSITY Department of Management invites applications for a tenure track position in Small Business/Entrepreneurship. Applicants should also have an interest in teaching Business Policy. A PhD/DBA (or ABD) is essential. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange for the complete application and three (3) letters of reference to be sent to: Dr. Hermann Schwind, Chair, Department of Management, Saint Mary's University, Halifax, NS B3H 3C3. Deadline for applications is April 30, 1995.

MANAGEMENT & ADMINISTRATION

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Faculty of Management and Administration (comprised of Business Administration, Economics, International Studies, and Political Science programmes) is seeking an individual qualified to take up a senior level academic appointment in Prince Rupert. The individual should be a highly motivated, enthusiastic person willing to build the Faculty's presence in the region and should therefore have familiarity with the challenges facing resource-based economies and First Nations communities. The person will be responsible for playing a leading role in the establishment of a multi-disciplinary North West Maritime Institute and for teaching (in part by distance education) in their area of expertise. Individuals with expertise in the management, economics, and/or politics of natural resource management (especially of the fisheries), international trade/business, tourism, and transportation are particularly encouraged to apply. Please submit application letter, curriculum vitae, and three letters of reference to: Dean Douglas C. Nord, Faculty of Management and Administration, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 email: rachel@unbc.edu. Preference will be given to those applications received by May 7, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

MEDICINE

UNIVERSITY OF ALBERTA - Research Associate. Medical researcher with PhD or equivalent in medical sciences wanted for University of Alberta, Edmonton to study mucociliary clearance and physicochemical properties of mucus, with reference to lung diseases and related animal models. Specific research experience in areas of mucociliary clearance and mucus analysis essential. Experience with cell biology, biochemistry, electron microscopy, rheology valuable assets. Success in national granting competitions is a prerequisite. Salary range $40,000 to $45,000. Applications accepted until May 15, 1995. Send c.v. and names of three references to Dr. M. King, Univ. of Alberta, 173 Heritage Med. Res. Ctr., Edmonton, AB T6G 2S2. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE BEST PROFESSORS ARE THE BUSIEST. We specialize in doing the hard work involved in Overseas Travel-Study programmes. Let us organize your course offering overseas. Contact University Expeditions, Fax: (514) 264-2263, Tel: (514) 264-3308, or write 1001, Route 138, Athelstan, Quebec J0S 1A0

MUSIC

LAKEHEAD UNIVERSITY - The Department of Music at Lakehead University invites applications for a term appointment in theory/history at the rank of assistant professor. This is a nine month sabbatical replacement position, (August to April), for 1995/96 with a possibility of renewal for 1996/97. The successful candidate will teach 3 or 3.5 full-course equivalents primarily in theory and possibly in history or other area expertise. Part of the duties of the successful applicant will be active involvement in the administrative operation of the Department. Candidates should have a PhD or a Master degree along with teaching experience. This appointment is subject to final budgetary approval. Interested applicants should submit a letter of application, a curriculum vitae and the names and addresses of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. Deadline for applications is April 30, 1995. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO - The Faculty of Music seeks an Artist Teacher of Voice, who has or has had a significant professional career, and a proven record as a teacher. A graduate degree of equivalent advanced study, and university-level teaching experience are assets. The successful candidate will be prepared to reside in the London region, and to balance ongoing professional commitments with regular studio and Faculty responsibilities. Formal consideration of applications will begin upon receipt and continue until at least 1 May 1995. Selected candidates will be invited to conduct a public master class during Spring 1995. Appointment effective 1 July 1995 is preferred, but the Faculty would seek to accommodate previous commitments for 1995-96. This is a full-time, tenured or tenure-track position. Rank and salary are open. Current salary floors: Assistant ($40,093); Associate ($44,910); Professor ($58,545). Please send a letter of application, c.v., a list of anticipated performances through Spring 1996, and the names of three referees knowledgeable about your teaching. Recordings and reviews may be requested at a later time. Applications To: Prof. Robert Skelton, Acting Chair of Applied Music, Faculty of Music, University of Western Ontario, London, Ontario N6A 3K7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

NEUROLOGY

McGILL UNIVERSITY - Montreal Neurological Institute, Cognitive Neuroscience. The Montreal Neurological Institute invites applications for a basic research position (non-tenure track) in cognitive neuroscience. The successful candidate will possess a PhD degree and have a minimum of 3 years of post-doctoral experience, be eligible for appointment at the McGill University Department of Neurology and Neurosurgery at the Lecturer level, and have expertise and track record in cognitive neuroscience research, in particular eye movements, attention, and frontal lobe functions. In addition to a base in neurophysiology and neurophysychology, desired areas of expertise include functional (PET, fMRI) and structural (MRI) neuroimaging, psychopharmacology, and psychophysiology. Applications should be sent to Dr. Michael Petrides, Director, Neuropsychology/Cognitive Neuroscience Unit, 3801 University Street, Montreal, Quebec, Canada H3A 2B4. The deadline for receipt of applications is April 30, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

OBSTETRICS & GYNECOLOGY

McGILL UNIVERSITY - Gynecologic-Endoscopic Surgery. Applications are invited by McGill University, Department of Obstetrics and

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The University of Manitoba
Faculty of Engineering

HEAD, DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING

Applications and nominations are invited for the position of Head of the Department of Mechanical and Industrial Engineering at the University of Manitoba. The Department has 22 academic staff and 14 support staff. It typically has 300 to 350 undergraduate students in the final three years of a four-year accredited program available in both regular and co-op formats. There are usually about 115 postgraduate students studying for M.Sc. and PhD degrees.

The appointment is to be effective not later than July 1, 1995. The position is open to candidates currently holding a tenured or tenure-track appointment at the University. Applications are invited from candidates who have a commitment to high-quality teaching, research and professionalism. The ability to provide leadership and sound administration is paramount. They are expected to have an established relationship with industry. The applicant should have an earned doctorate. Preference will be given to applicants at the rank of associate or full professor. Applicants and nominees must be currently registered, or eligible for registration, in the Association of Professional Engineers of the Province of Manitoba.

The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free environment, save for specially designated areas.

Applications, including i) a curriculum vitae; ii) a vision-statement as to where the Department should be headed; and, iii) the names of three persons willing to provide a letter of reference, should be forwarded to: **DR. DONALD SHIELDS, DEAN OF ENGINEERING, UNIVERSITY OF MANITOBA, 350 ENGINEERING BUILDING, WINNIPEG, MANITOBA, CANADA R3T 2N2.**

E-Mail: Donald_Shields@UManitoba.ca. The names of applicants will be treated confidentially until a "short list" of applicants is decided upon. The names of those on the short list will be made public. The deadline for receipt of applicatrons is **April 30, 1995.**

Memorial
University of Newfoundland

Faculty of Education
CHAIR IN TELELEARNING

Applications or nominations are invited for a Chair in TeleLearning to be established in the Faculty of Education, Memorial University of Newfoundland, in partnership with Atlantic Canada Opportunities Agency (ACOA)/Human Resources Development (HRD) and Industry Canada.

Consistent with the University's outreach goals, the Chair will be responsible for coordinating research and development initiatives in TeleLearning with special emphasis on schooling in Newfoundland and Labrador. Responsibilities will include: generating collaborative research proposals relating to education and technology, in partnership with selected schools, establishing in the Faculty of Education a test site for the implementation of new technologies; building upon the distance education and research capacity and opportunities afforded by STEMNET; assessing the suitability of existing courses among the Faculty's undergraduate and graduate offerings for alternate deliveries; working closely with Newfoundland schools to assess current levels of technological literacy and to generate novel strategies for increasing knowledge of applications. Recognizing the geographic and demographic uniqueness of Newfoundland and the limitations it has placed on curriculum, the Faculty is committed to developing (in partnership with the teaching profession and the Faculty of Science) professional courses particularly in mathematics and science, for distant delivery.

The position will be filled by an established researcher and innovator with a demonstrated research record in an area of communications relevant to the Chair research program, and with significant academic experience. School experience is an asset as well. Possible areas of expertise within Education include educational technology, educational software development, computer communications networks, and multimedia communications systems. Candidates shall have an earned PhD and be qualified for appointment to Full Professor.

The establishment of the Chair is contingent on approval of complementary financial assistance from ACOA/HRD. The Chair appointment is for an initial five year period with possibility of renewal for a second five-year period.

Memorial University of Newfoundland is located in the city of St. John's which has a prominent position in the history of communications and a growing industrial base in telecommunications and information technology.

Further information regarding the proposed Chair may be obtained by faxing a request to (709)737-8637, or by phoning (709)737-8588. The closing date for applications is **May 31, 1995.** Applications accompanied by a brief statement of interest and a list of three referees, or nominations, should be sent to:

Dr. Terry Piper
Dean of Education
Memorial University of Newfoundland
St. John's, Canada A1B 3X8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. MEMORIAL UNIVERSITY OF NEWFOUNDLAND IS COMMITTED TO EQUITY IN EMPLOYMENT.

UNE ANNONCE DANS LE BULLETIN?

Rien de plus facile!

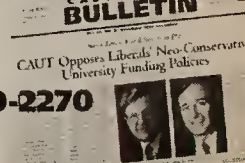
Un coup de fil.

613 820-2270

Ou le télécopieur.

613 820-2417

Vous pouvez compter sur nous.



CLASSIFIEDS

Gynecology, for a tenure track academic position at the Assistant to Associate Professor level starting September 1995. Requirements include post-M.D. residency and faculty experience with specialty qualifications in Obstetrics/Gynecology and a minimum of one year experience in gynecologic-endoscopic surgery. Commitment to teaching and clinical research. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received before April 30, 1995. Please reply to: Dr. T. Tulandi, Director, Division of Reproductive Endocrinology/ Infertility, McGill University, 687 Pine Avenue West, Montreal, Quebec, Canada H3A 1A1.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry. Assistant/Associate Professor Applications are being accepted for a probationary term appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who are eligible for licensure in Ontario, have earned a PhD in vision science or a related field and have demonstrated independent research capability. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.
UNIVERSITY OF WATERLOO - School of Optometry. Clinical Teaching Position. Applications are being accepted for a full time clinical teaching position at the School of Optometry, University of Waterloo. Applicants must be eligible for licensure in Ontario. Preference will be given to applicants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

PHARMACOLOGY

UNIVERSITY OF OTTAWA - Department of Pharmacology. A tenure-track position of assistant professor is available for candidates with a PhD and/or MD and at least two years of post-doctoral experience. Preference will be given to candidates with a cellular and molecular approach to research in secretion, neuro-immuno-cardiovascular and endocrine pharmacology, cancer and toxicology. Employment equity is University policy. In keeping with the proactive policy on equity, the University of Ottawa strongly encourages applications from women. A working knowledge of both English and French is desirable and a commitment to support bilingualism within the Faculty is essential. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should include: CV, names, addresses, telephone and FAX number of three referees and an outline of proposed research. Submit by June 30, 1995 to: Dr. J-M. Trifaró, Chairman, Department of Pharmacology, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5.
UNIVERSITÉ D'OTTAWA - Département de pharmacologie. Un poste de professeur(e) menant à la permanence (niveau adjoint(e)) s'offre aux candidats et candidates titulaires d'une PhD, d'un MD ou des deux, et ayant au moins deux années d'expérience postdoctorale. La préférence ira à la personne qui, à partir d'une approche cellulaire ou moléculaire, fait de la recherche en sécrétion, neuropharmacologie, immunopharmacologie, pharmacologie cardio-vasculaire ou endocrinienne, cancer et toxicologie. L'Université prône l'équité en matière d'emploi et, conformément à cette politique proactive, encourage fortement les candidatures de femmes. Une bonne connaissance de l'anglais et du français est souhaitable, et un engagement envers le bilinguisme au sein de la Faculté est essentiel. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité est accordée aux citoyens canadiens et aux résidents permanents. Prière d'adresser votre lettre de candidature, votre curriculum vitæ, le nom, l'adresse et les numéros de téléphone et de télécopieur de trois références et un résumé de votre projet de recherche à la personne suivante: Dr. J-M. Trifaró, directeur, Département de pharmacologie, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario), Canada K1H 8M5, d'ici le 30 juin 1995.

PHILOSOPHY

THE UNIVERSITY OF CALGARY - Two Positions. The University of Calgary Department of Philosophy invites applications for a Full-time Sessional position for the period September 1, 1995 to April 30, 1996. Responsibilities: full responsibility for teaching five courses at the intermediate levels during the eight month period including Biomedical Ethics (for nursing students and others), Philosophy of Law, and Metaethics. The Full Time Sessional salary is $25,464 plus benefits. The Department also invites applications for a Part-time Sessional to teach two courses in first year logic, one from September 1 to December 31, 1995 and one from January 1 to April 30, 1996. Responsibilities: Teaching an introductory course in deductive and inductive techniques for use in appraising arguments. The Part-time Sessional salary is $4,000 per course. Depending on budgetary and other contingencies, it is possible that the Department will be able to offer a second Full-time Sessional position which incorporates logic teaching and responsibility for teaching a Contemporary Moral Issues course. Qualifications: Applicants for both positions should have a PhD or be near completion. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications, including a curriculum vitae, three letters of reference, and evidence of teaching experience and effectiveness, should be sent by May 10, 1995 to: Prof. Brenda M. Baker, Head, Department of Philosophy, The University of Calgary, Calgary, Alberta T2N 1N4. For further inquiries (403)220-5539 or FAX (403)284-0848.
THE UNIVERSITY OF BRITISH COLUMBIA - The Centre for Applied Ethics of the Faculty of Graduate Studies, and the Faculty of Commerce at the University of British Columbia invite applications for a newly created chair in business ethics. Rank, salary and tenure are open, and the starting date is flexible. This is a tenure track appointment and will require regular teaching, research, and service in the Faculty of Commerce and the Centre. Candidates should have a PhD, preferably in Philosophy, and a fundamental and demonstrated interest in business ethics research. It is expected that the successful candidate will integrate teaching and research in the context of the Centre, the Faculty, and the business community. Inquiries and applications, including names and addresses of three references and a curriculum vitae, should be sent by May 30, 1995 to Michael McDonald, Director, Centre for Applied Ethics. The deadline may be extended or the position may be advertised again if a suitable candidate is not found. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, 227 - 6346 Agricultural Road, Vancouver, BC V6T 1Z2; Tel: (604)822-5139; Fax: (604)822-8627, E-mail: centre@ethics.ubc.ca

BROCK UNIVERSITY - The Department of Philosophy at Brock University invites applications for a nine month sessional appointment at the assistant professor level, to commence September 1, 1995, subject to budgetary approval. The successful applicant will have a PhD, teaching experience, and publications. Responsibilities will include teaching a graduate half course on Husserl, a second year half course in 20th century Existentialism, second year half courses in each of Epistemology and Metaphysics, and a full first year introductory course. Applicants must be able to present evidence of teaching excellence at all levels. Brock's graduate program emphasizes post-Kantian continental thought, Indian and comparative philosophy. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae and the names of three referees, should be sent to Robert Malone, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada L2S 3A1, for receipt by April 30, 1995. (Fax Number (416)688-2789) Brock University is an equal opportunity employer. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; eligible women candidates are especially encouraged to apply.

PHYSICS

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province with regional offices in Prince Rupert, Fort St. John and Quesnel and a main campus located in Prince George (population 72,000). This opportunity is a faculty position in experimental condensed matter or applied physics at the assistant/associate professor level. We are seeking an

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The University of Manitoba
Faculty of Engineering

HEAD, DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING

Applications and nominations are invited for the position of Head of the Department of Electrical and Computer Engineering at the University of Manitoba. The Department has 27 academic staff and 11 support staff. It typically has 300 to 400 undergraduate students in the final three years of a four-year accredited program. It has in place an Industry Internship Program. This program is designed to complement and enrich the academic program with practical work experience. There are usually about 160 postgraduate students studying for M.Sc. and PhD degrees.

The appointment is to be effective not later than **July 1, 1995.** The position is open to candidates currently holding a tenured or tenure-track appointment at the University. Applications are invited from candidates who have a commitment to high quality teaching, research and professionalism. The ability to provide leadership and sound administration is paramount. They are expected to have an established relationship with industry. The applicant should have an earned doctorate or equivalent experience. Preference will be given to applicants at the rank of associate or full professor. Registration or eligibility to register in the Association of Professional Engineers of the Province of Manitoba, would be an asset.

The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free environment, save for specially designated areas.

Applications, including i) a curriculum vitae; ii) a vision-statement as to where the Department should be headed; and, iii) the names of three persons willing to provide a letter of reference, should be forwarded to: **OR. DONALD SHIELDS, DEAN OF ENGINEERING, UNIVERSITY OF MANITOBA, 350 ENGINEERING BUILDING, WINNIPEG, MANITOBA, CANAOA R3T 5V6.**

E-mail: Donald_Shields@UManitoba.ca. The names of applicants will be treated confidentially until a "short list" of applicants is decided upon. The names of those on the short list will be made public. The deadline for receipt of applications is **April 30, 1995.**

THE NOVA SCOTIA HEARING AND SPEECH CLINIC IS SEEKING A NEW DIRECTOR

The Director, as Chief Executive Officer, is responsible for all professional activities of the Clinic and maintaining a superior standard of service. The Director is the liaison between administration, staff, Department of Health, Dalhousie University, and other agencies.

The Nova Scotia Hearing And Speech Clinic:
- is accredited by the Canadian Association of Service Programs
- provides Speech-Language Pathology services to all ages except school
- provides services in Audiology to all Nova Scotians
- has a staff of nearly 100 persons located in Halifax and 23 satellites
- provides teaching/practicum experiences to over 90 Graduate students

The successful candidate must hold a Doctoral degree in either Speech-Language Pathology or Audiology, and be eligible for or certified by the Canadian Association of Speech-Language Pathologists and Audiologists. The Director must have an extensive clinical, teaching and research background, including at least five (5) years of clinical experience and three (3) years of supervisory experience.

Competitive Salary and Benefits. Starting Date approximately August 1, 1995.

If you meet all the requirements, please send complete resume and list of references by **May 15, 1995** to:

Search Committee for Director
NOVA SCOTIA HEARING AND SPEECH CLINIC
5599 Fenwick Street
Halifax, Nova Scotia
Canada B3H 1R2

St. Thomas University
Term positions

St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. It invites applications for the following:

Ten-month positions

1. The Department of English seeks candidates for two positions; one with specialization in Romantics, and one in Modern Drama.

2. The Department of Romance Languages, French Section, seeks candidates (one position) with specialization in the teaching of French as a second language.

   The Spanish section seeks candidates (one position) with specialization in Spanish language and Spanish American literature.

3. The Department of Religious Studies seeks candidates for two positions; one with specialization in Christian Ethics and one in Systematics.

4. The Department of Social Work seeks candidates for two positions to teach courses in social policy, community development, structural/feminist theory for social work practice, and group work/field instruction.

5. The Department of Sociology seeks candidates for one position with expertise in qualitative research methods, and social-legal/social justice studies. Other areas open.

A PhD or imminent completion is required for all positions. Each applicant is asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent to Dr. Roger Barnsley, Vice-President (Academic), St. Thomas University, Fredericton, New Brunswick E3B 5G3. Closing date: when position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

Biologist

Nipissing University invites applications for a probationary tenure track position at the assistant professor level. Appointment begins July 1, 1995.

PhD required. A record of excellence in teaching, and the ability to carry out research in the context of a small undergraduate university.

Teaching areas include introductory and upper level courses in botany, zoology and environmental studies. Nipissing University has a thriving interdisciplinary environmental geography program in which the successful candidate will be required to participate.

In accordance with Canadian immigration requirements,this advertisement is directed to Canadian citizens and permanent residents.

Submit letters of application with curriculum vitae, statement of research directions, university transcripts and three letters of reference by April 30, 1995:

Dr. Ted Chase
Dean of Arts and Science
Nipissing University
North Bay, ON P1B 8L7

NIPISSING UNIVERSITY

Nipissing University is an equal opportunity employer.

The University of Manitoba
Faculty of Engineering

POSITION IN AEROSPACE ENGINEERING

The Department of Mechanical and Industrial Engineering at the University of Manitoba is accepting applications for a full-time, tenure-track faculty position in Aerospace Engineering. The University of Manitoba is establishing an option in Aerospace Engineering, and is seeking a leader in this field who will help develop the curriculum. Winnipeg is an important design, manufacturing and repair centre for the aerospace industry. The industry is an enthusiastic supporter of the new Aerospace Engineering Option. The appointment will be at a rank appropriate to the qualifications of the successful candidate, with a salary in the range of $45,000 to $80,000. The University of Manitoba particularly encourages applications from qualified women.

The Department of Mechanical and Industrial Engineering is responsible for two accredited undergraduate engineering programs, and is very active in teaching and research at PhD, M.Sc. and M.Eng. levels. Aerospace Engineering is a new option in the Mechanical Engineering Program. The department of Mechanical and Industrial Engineering comprises 25 academic staff, 15 support staff, typically 8 post doctoral fellows, 7 research associates and 5 visiting scholars, as well as approximately 120 graduate students and approximately 350 undergraduate students. The Department has established three NSERC Industrial Chairs (Advanced Manufacturing, Human Factors Engineering-Ergonomics, and Aerospace Materials).

Candidates for the position must have experience teaching at the university level, a demonstrated research record, primarily in an area related to Aerospace Engineering, and an interest in working closely with industry. Duties will include undergraduate and graduate teaching, research and thesis supervision. All applicants should hold an earned doctorate; however, consideration will be given to candidates with an equivalent combination of education and industrial experience related to aerospace. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents.

The University offers a smoke-free environment, save for specially designated areas. Resumes and a list of at least three referees should be addressed to: **PROFESSOR O.W. RUTH, CHAIR OF THE SEARCH COMMITTEE, DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA R3T 5V6.** Telephone (204)474-9803. Applications will be accepted until **May 31, 1995.**

individual with a proven ability to carry on an active, independent research programme involving undergraduate and graduate students, and with demonstrated excellence in teaching. Outstanding candidates in other areas of physics are also invited to apply. Applications complete with cv., the names, addresses and fax numbers of three referees, a publication list and plans for teaching and research at UNBC must be received by April 30, 1995. The preferred start date is August 1, 1995 but no later than September 1, 1995. Please forward your application to: Dr. Ahmed H. Hussein, Chair of Physics c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604)960-5585; hussein@unbc.edu. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and welcomes applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

PHYSIOLOGIE

UNIVERSITÉ D'OTTAWA - Le Departement de Physiologie cherche à recruter un professeur(e) adjoint(e) (poste menant à la permanence). Les candidat(e)s doivent posséder un MD et/ou un PhD avec au moins deux années d'étude postdoctorale. Le(la) professeur(e) devra développer un programme endépendant de recherche et enseigner obligatoirement en français et en anglais. La capacité d'enseigner les neurosciences serait un avantage. Conformément au règlement sur le recrutement proactif des professeures, l'Université encourage fortement les demandes de la part des femmes. L'Université applique par ailleurs une politique d'égalité en matière d'emploi. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada. Les candidat(e)s devront faire parvenir leur curriculum vitae, une description brève de leurs plans de recherche (1-2 pages) ainsi que le nom et l'adresse de trois répondants avant le 1er mai 1995 au Dr. Bernard J. Jasmin, Président du Comité de Sélection, Département de Physiologie, Faculté de Medecine, Université d'Ottawa, 451 chemin Smyth, Ottawa, Ontario K1H 8M5, Canada.

POLITICAL STUDIES

UNIVERSITY OF PRINCE EDWARD ISLAND - Department of Political Studies. Position: 8 month term position (possibly renewable) (subject to budgetary approval). Qualifications Required: Completed PhD or in progress. Nature of Duties: To teach undergraduate courses in international relations and political theory. Salary Offered: Salary is commensurate with qualifications and teaching experience. Application Procedure: Candidates should send or fax their curriculum vitae, evidence of teaching effectiveness, and three reference letters to: David Milne, Acting Chair, Dept. of Political Studies, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I., C1A 4P3; FAX NO: 902-628-1514; OFFICE FAX: 902-566-0512. Effective Date of Appointment: 1 September 1995. Closing Date for Receipt of Applications: Open until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychiatry, University of British Columbia is seeking to recruit a Psychologist in the area of Neuropsychology. This is a full-time grant tenure track position at the Assistant Professor level. This position shares time between providing teaching and research at the Department of Psychiatry at the University of British Columbia and providing clinical, educational, and research services at Riverview Hospital, an affiliated 800-bed psychiatric facility. The successful candidate will have graduated from a university of recognized standing with a PhD in Psychology and will be eligible for registration in the College of Psychologists of B.C. The candidate must have neuropsychological evaluation skills, supervised clinical experience in the assessment and treatment of major and chronic mental illness, and particular strength in experimental design methodologies. Superior training and presentation skills required. Salary will be commensurate with qualifications and experience. The UBC Department of Psychiatry has excellent research facilities and considerable strengths in basic and clinical neuroscience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. The position is available from July 1, 1995. Applications including a curriculum vitae, and the names of three references should be sent by May 31, 1995 to: Dr. John Livesley, Head, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, BC V6T 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychiatry, University of British Columbia is accepting applications for an academic psychiatrist. This is a full-time grant tenure track position at the Vancouver Hospital and Health Sciences Centre. The successful applicant will have an established record of advancement in schizophrenia research as demonstrated by grant awards and published papers, as well as an interest in the biological substrates of schizophrenia, possibly involving brain imaging. Responsibilities will include undergraduate and graduate teaching as well as some departmental and hospital administration. Salary and rank will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The UBC Department of Psychiatry has excellent research facilities and considerable strengths in basic and clinical neuroscience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. Applicants should submit a copy of their curriculum vitae, a brief statement of their current research interest and the names of three references to Dr. Peter Liddle, Head, Schizophrenia Division, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, BC V6T 2A1 by May 31, 1995, with a start date of January 1, 1996. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN - Academic Child Psychiatrist. An ideal opportunity in Saskatoon, Saskatchewan is available for an Academic Child Psychiatrist. Saskatoon is a clean, safe, educationally and culturally enriched environment for families. The position is a full-time tenure track appointment in the Department of Psychiatry, College of Medicine, University of Saskatchewan, located in the Royal University Hospital, one of the hospitals of the Saskatoon District Health Board. The successful applicant will be actively involved in Undergraduate, Postgraduate and Family Medicine training programs. Scholarship and research are required. There are many opportunities for collaboration and excellent support services. There are a full range of programs including Child and Youth outpatient, inpatient, day care, group home, and parent therapist services. Membership or eligibility for membership in the Canadian Academy of Child Psychiatry will be an asset. The University of Saskatchewan is committed to the principles of employment equity. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada. The rank, salary and benefits will be commensurate with qualifications and experience. The deadline for replies is April 30, 1995. Please call (306)966-8223 or write to: Dr. R.C. Bowen, Professor & Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, SK S7N 0W8.

THE UNIVERSITY OF ALBERTA, Department of Psychiatry, invites applications for a position as Psythiatrist at Assistant Professor ($39,230-$55,526) or Associate Professor ($48,572-$69,664) rank with three year funding guaranteed. Preference will be given to psychiatrists with post-fellowship training in the area of anxiety disorders who have demonstrated outstanding potential for an independent research career. The successful candidate will have the responsibility to work as a member of an active team and to participate in an independent, dynamic research program. Deadline for applications: April 30th, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae, outlines of their research interests and names of three references to Dr. Roger C. Bland, Professor and Chair, Department of Psychiatry, University of Alberta, 1E7.44 Walter Mackenzie Centre, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PSYCHOLOGY

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology, invites applications for a (tenured or tenure-track) position at the senior Associate or, possibly, Full Professor level. Individuals with research interests in any area of Cognitive Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have a demonstrated ability in research and teaching. Applicants should submit a copy of their vita, copies of representative publications and arrange to have three letters of recommendation sent to Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario N6A 5C2, Canada. This position is subject to budgetary approval. The scheduled starting date is July 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - The Department of Psychology is inviting applications for a tenure-track position in the area of Developmental/Lifespan Psychology. Applicants with a clinical/applied research orientation will be given preference. Applicants in other areas are also invited to apply. The appointment, which will commence January 1, 1996, is subject to budgetary approval. Applicants are expected to have a PhD or to be in the final stage of a PhD program. Salary and rank of appointment will be based on qualifications and experience. Applicants are expected to be able to instruct courses in Child Psychology, Lifespan Developmental Psychology, Abnormal Psychology, Aging and one or more of the following areas: Behavior Modification, Child Psychopathology, Personality, Motivation, Systems of Psychotherapy, and Introductory Psychology. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Alexander Wilson, Chair, Department of Psychology, University of New Brunswick, Box 5050, Saint John, NB E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY COLLEGE OF THE CARIBOO - The Department of Psychology, Kamloops, British Columbia invites applications for two sessional instructors: Position 1 (Competition #95-017) is for 8 months (August 7, 1995 to April 26, 1996). The successful applicant will teach introductory Psychology, and second-year courses in Developmental and one of Social/Personality or History of Psychology. Qualifications for this position include a Master's Degree in Psychology (PhD preferred) and teaching experience. Position 2: (Competition #95-018) is for 4 months (December 11, 1995 to April 26, 1996). The successful candidate will teach introductory Psychology and third-year Biopsychology, and possibly a third-year course in Memory. Qualifications for this position include a PhD in Psychology, teaching experience and recent involvement in research. Applicants for both positions should send a curriculum vitae and names, addresses and telephone numbers of at least 3 referees, and formal verification of education to: Ms. Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2E 6N3. Applicant deadline is April 30, 1995 or until position is filled.

RELIGIOUS STUDIES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of Religious Studies, Memorial University of Newfoundland, invites applications for a tenure-track position at the rank of Lecturer or Assistant Professor in the area of Western Religions, to commence September 1, 1995. The successful candidate will be required to teach advanced courses in Judaism and Islam, as well as introductory courses at the first- and second-year level. An ability to teach in other areas of the discipline of Religious Studies is also desirable. Candidates should have a PhD (or equivalent) and teaching experience. Please send a letter of application and curriculum vitae to Dr. O.J. Hawkin, Head, Department of Religious Studies, Memorial University, St. John's, NF A1C 5S7, by May 12, 1995. At least three letters of reference should also be sent to the Department by the same date. The appointment is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and per-

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UNIVERSITY OF CAPE TOWN

Dept of Computer Science:

Associate Professor/Senior Lecturer

Applications are invited for the above post.

Members of the Department specialize in Distributed Systems and Computer Networks, Performance Evaluation, Database Systems, Vizualisation, Graphics and Human Computer Interaction. Preference will be given though to applicants whose main areas of interest are in one or more of: programming languages, databases, computer networks and distributed systems.

A negotiable remuneration package includes attractive staff benefits such as medical aid, non-contributory retirement funding and a housing subsidy in certain circumstances. Further details concerning remuneration will be sent to applicants on request.

Applicants interested in a short-term appointment are also invited to apply.

Please send your curriculum vitae together with the names, addresses, telephone and fax numbers of three contactable referees not later than 30 June 1995 to the Appointments Officer (Ref: CAU101), Human Resource Management Department, University of Cape Town, Rondebosch 7700, South Africa. Telephone +2721 650-2192/2196; fax +2721 650-2138; e-mail: peicb@biemnei.uct.ac.za for further information.

The University of Cape Town is committed to policies of equal opportunity and affirmative action which are essential to its mission of promoting critical inquiry and scholarship.

C78339/2312-0

DALHOUSIE UNIVERSITY

Faculty of Medicine
Director
Division of Medical Education and Research

The Division of Medical Education and Research is the centre for medical education development and research for the Faculty of Medicine. It combines the scholarly functions of the medical education continuum, including undergraduate, postgraduate, and continuing medical education. The operational aspects of these three programs are separate, each under the direction of an associate dean; however, the Division facilitates the sharing of operations where this leads to increased effectiveness. The Director is responsible for coordinating the research and development programs encompassing the three educational areas, including admissions.

Dalhousie University is seeking an individual who has had extensive involvement with a medical education system and whose strengths lie in organization and development. Expertise in the full continuum of medical education, preferably with prior involvement in undergraduate, postgraduate and continuing medical education is a definite asset, as well as training and expertise in medical education research methodology. In addition, the individual should have experience with the workings of a medical faculty, including teaching and evaluation in basic science and clinical areas.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Women, Aboriginal Peoples, Racial Minorities and Persons with Disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Send applications with an up-to-date curriculum vitae and the names of three referees to:

Chair, Division of Medical Education and Research Search Committee
c/o Lynn Power
Office of the Dean of Medicine
Dalhousie University
15th Floor, Sir Charles Tupper Medical Building
Halifax, Nova Scotia B3H 4H7

The University of Auckland
New Zealand

Director, Postgraduate Food Science Programme

Associate-Professor Appointment, Faculty of Science

Vacancy UAC.556

The development of food science has a high priority in Faculty of Science planning and is in support of the mission of the University's mission to increase postgraduate and research activities. The primary role of the appointee will be to establish new multidisciplinary postgraduate courses and qualifications and research programmes in food science. The Faculty of Science is the largest and most diverse in New Zealand and opportunities will exist for contact with staff in other Faculties (Medicine, Engineering, Law etc) and with staff involved in the Bachelor of Technology programmes which include a biotechnology degree. The University has a very wide range of major research facilities relevant to food science including a fermentation facility, high-field NMR, surface analysis (XPS-AES), MALDITOF mass spectrometer, DNA and protein-sequencing facilities, Raman microscope and FTIR facilities.

Candidates should have a PhD and a research and publication record in some aspect of food science or technology, teaching experience at a tertiary level and good contacts with the food industry either nationally or internationally. Persons active in food science with background expertise in chemistry, biology, psychology, physics, information science or other relevant field are encouraged to apply. Applicants must have good academic leadership skills and a strong commitment to and ability to manage interdisciplinary academic developments. The appointee will be based in the Department within the Faculty of Science which is closest to his/her background.

Commencing salary will be established within the range NZ$71,000 - NZ$77,000 per annum.

Closing date: 1 May 1995.

Senior Lectureship in Anaesthetics

Limited Term Appointment - 5 Years
Department of Pharmacology & Clinical Pharmacology

Vacancy UAC.562

This is a full-time position in the Section of Anaesthetics of the Department of Pharmacology and Clinical Pharmacology, involving teaching, curriculum development, research and clinical responsibilities for patient care in anaesthetics. The Department of Pharmacology and Clinical Pharmacology teaches pharmacology, clinical pharmacology and therapeutics in the Faculty of Medicine and Human Biology and teaches pharmacology within the Faculty of Science. Staff are also responsible for undergraduate medical student teaching in anaesthetics and in resuscitation and are involved in postgraduate teaching in science, medicine and anaesthetics. Current research interests in the Department are cardiovascular pharmacology, neuropharmacology, drug metabolism, toxicology, pharmacology of anti-cancer drugs, reproduction and pregnancy complications, pharmacodynamics and kinetics, acute and chronic pain management and regional anaesthesia.

Candidates should hold a postgraduate qualification in anaesthetics. A research degree or doctorate qualification would provide added strength to an application.

Candidates are expected to have demonstrated skills in research, preferably in basic research, and to have had experience teaching postgraduate and undergraduate students in anaesthetics and pharmacology.

Registration for clinical duties and as a specialist with the Medical Council of New Zealand will be required.

Closing date: 1 May 1995.

Conditions and Procedures for Both Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland — **New Zealand**

The University has an equal opportunities policy and welcomes applications from all qualified persons

CLASSIFIEDS

manent residents. Memorial University is committed to employment equity.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY, Faculty of Social Work. Applications are invited for a tenure track position at the assistant or associate professor level, commencing July 1, 1995. The successful candidate will teach in the areas of community development and social planning. We are seeking a person with extensive experience in working directly with community groups, organizations and social movements. An ability to teach community practice skills and methods at the graduate level is required. Familiarity with community work with diverse populations will be an asset. Applicants should have identified research interest, demonstrated potential as a scholar and an ability to supervise research at the graduate level. The candidate should have a completed graduate degree in Social Work. Strong preference will be given to those who have completed or are near completion of a doctoral degree. Others with strong credentials may be considered. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to: Dr. Jannah Hurn Mather, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Ave. W., Waterloo, ON N2L 3C5. Applications will be accepted until June 1, 1995. The University is committed to employment equity policies and welcomes applications from women, members of visible minorities, aboriginal peoples and persons with disabilities. Wilfrid Laurier provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

SOCIOLOGY

UNIVERSITY OF TORONTO - Department of Sociology. Position in the Sociology of Health and Medicine. The Department of Sociology, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor to begin September 1, 1995. A PhD degree with thesis specialization in the area of the sociology of health and medicine is required. Clear and substantial evidence of excellence in research and teaching is required. Duties will include teaching and research in the area of the sociology of health and medicine. Salary commensurate with qualifications. Applications including a complete curriculum vitae, writing sample, and the names and addresses of at least three referees should be sent to: Professor John Simpson, Chair, Department of Sociology, University of Toronto, 203 College Street, Fifth Floor, Toronto, Ontario M5T 1P9. Closing date for applications is April 30, 1995. In accordance with Canadian immigration requirements this advertisement is directed only to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

NIPISSING UNIVERSITY invites applications for a probationary tenure track appointment in Sociology, to begin on July 1, 1995. Duties include teaching at the undergraduate level, a program of productive research and involvement in departmental development. Salary is commensurate with qualifications and experience. A PhD is required. The base salary is $46,589. Closing date is April 30, 1995. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Ted Chase, Dean of Arts and Science at Nipissing University, Box 5002, North Bay, Ontario P1B 8L7.

SOCIOLOGY & ANTHROPOLOGY

UNIVERSITÉ LAURENTIENNE - Le Département de sociologie et d'anthropologie de l'Université Laurentienne sollicite des candidature pour un poste menant à la permanence. Le Département offre une maîtrise en Recherche sociale appliquée. La personne choisie enseignera au premier et au second cycle et elle devra être en mesure de donner des cours de méthode quantitative au moins de niveau intermédiaire. Le département prendra en considération toute spécialité susceptible de consolider son programme dans l'un ou l'autre des quatre champs suivants: 1) socialisation, 2) structure sociale et communication, 3) sociologie du travail et 4) droit et justice. La personne retenue enseignera en français. Les candidat(e)s doivent détenir un PhD en sociologie et faire la preuve de leurs aptitudes en recherche. La date d'entrée en fonction est le 1er juillet 1995. Conformément à la politique de l'Université, le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence. L'Université offre gracieusement à ses professeur(e)s des cours de langue seconde. En conformité avec les exigences canadiennes de l'immigration, la préférence sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université Laurentienne applique une politique d'équité dans l'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées, à poser leur candidature. Ce poste est sujet à l'approbation budgétaire. On fera parvenir avant le 1er mai son curriculum vitae et le nom de trois références à Dre. Elaine Porter, Directrice, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

SOCIOLOGY & WOMEN'S STUDIES

NIPISSING UNIVERSITY invites applications for a 10-month limited-term appointment in Sociology and Women's Studies, to begin on August 1, 1995. The successful candidate will teach Research Methods and Data Analysis, one further sociology course and one required Women's studies course. Race, Class, and Gender. An interdisciplinary approach may be taken to the investigation of the dynamics of racialization, class stratification and gender construction. Salary is commensurate with qualifications and experience. Preference will be given to a PhD or nearly completed PhD. We particularly encourage applications from feminist scholars. Closing date is April 30, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Ted Chase, Dean of Arts and Science at Nipissing University, Box 5002, North Bay, Ontario P1B 8L7.

SURGERY

UNIVERSITY OF SASKATCHEWAN - Department of Surgery. Orthopaedic Surgeon: The University of Saskatchewan Department of Surgery, College of Medicine, invites applications for a fulltime appointment in the Division of Orthopaedics. The successful candidate will be appointed to the active staff of the Department of Surgery at Royal University Hospital, one of the hospitals of the Saskatoon District Health Board, and hold a fulltime faculty appointment with the College of Medicine at the University of Saskatchewan. The candidate must be certified in orthopaedic surgery by the Royal College of Physicians and Surgeons of Canada, and be eligible for licensure by the College of Physicians and Surgeons of Saskatchewan. Applicants with additional training and candidates who are obtaining additional training should apply. The successful candidate will participate in the clinical and educational activities of the Division. Additional experience in clinical research would be beneficial. The University of Saskatchewan is committed to the principles of employment equity and welcomes applicants from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a current curriculum vitae and names of three referees to: Dr. Roger G. Keith, Professor and Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan S7N 0W8. Deadline for applications is June 30, 1995.

IZAAK WALTON KILLAM CHILDREN'S HOSPITAL - Chief of Surgery, Department of Surgery. Applications are invited for the position of Chief of Surgery at the Izaak Walton Killam Children's Hospital in Halifax, Nova Scotia. This is a full-time academic position with university appointment at Dalhousie University Faculty of Medicine in the Department of Surgery. Candidates should have a substantial record of achievement in pediatric surgery and extensive experience in teaching, as well as proven administrative experience. A successful research background will be a great asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The university encourages applications from qualified women, aboriginal peoples, racial minorities, and persons with disabilities. Please submit a curriculum vitae and the names of three referees

CAUT ACPPU BULLETIN

ADVERTISING RATES

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

JUNE	JUIN
CLASSIFIED May 8/95 • 12 PM	PETITES ANNONCES 8 mai 1995 • MIDI
DISPLAY May 15/95 • 12 PM	GRANDES ANNONCES 15 mai 1995 • MIDI

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

Grandes annonces[1] $3.85
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SECTION ÉDITORIALE

Grandes annonces[1] $4.25

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs

Mount Saint Vincent University
Halifax, Nova Scotia, Canada

invites nominations/applications for the

Nancy Rowell Jackman Chair in Women's Studies

The Chair appoints to the university visiting scholars in women's studies or persons in public life who have contributed to the advancement of women. The length of the appointment is for a negotiable term, minimally one academic year (12 months), beginning on or about July 1, 1996.

The holder of the Chair should be a distinguished scholar or generalist of stature. Duties include teaching a senior seminar in women's studies each term, carrying out a research program, stimulating discussion on women's studies on campus, involvement with regional universities and/or community women's groups.

Nominations and/or applications, the latter accompanied by a curriculum vitae and names and addresses of three referees, should be sent prior to **June 15, 1995** to:

Dr. Reginald C. Stuart, Dean of Arts & Science
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6 Canada
E-mail Reginald.Stuart@MSVU.Ca

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que fa foi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de fa soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à fa sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél (202)737-5900.

The University of Manitoba
Faculty of Engineering

HEAD, DEPARTMENT OF CIVIL AND GEOLOGICAL ENGINEERING

Applications and nominations are invited for the position of Head of Department. The position is open to both internal and external candidates. External candidates would ideally have a background in transportation or environmental engineering in order to complement the Department's programs in these areas. The University of Manitoba particulary encourages applications from qualified women.

The Department offers degree programs in both Civil and Geological Engineering. It has 22 academic staff, 250 undergraduate students in both regular and co-op streams, 120 graduate students to the PhD level, post-doctoral fellows and visiting scholars. The Faculty has one of the best equipped Environmental Engineering Laboratories in Canada; a (well-established) Transport Institute and Institute for Technological Development. It also includes specialized research groups in Geotechnical Engineering, Applied Mechanics, Water Resources Engineering, Transportation Engineering, Environmental Engineering, Structural Engineering. The Faculty of Engineering accepts 400 students into a common first year, after which students choose between degrees in Agricultural Engineering, Civil Engineering, Computer Engineering, Geological Engineering, Electrical Engineering, Industrial Engineering or Mechanical Engineering. The Faculty has the largest Endowment Fund in the University and is a campus leader in securing NSERC strategic and major equipment grants and industrial contracts. The Faculty is committed to enhancing equity and accessibility. It houses the Engineering Access Program for aboriginal students, as well as the Access Program for Women in Engineering and Science. The University of Manitoba is coeducational and nondenominational. Winnipeg is a city of 600,000 noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at a reasonable price, in caring neighbourhoods, and an excellent school system. Daycare is available on campus.

Candidates must have the ability to provide strong leadership and sound administration. They should have a PhD or equivalent qualifications as demonstrated by significant experience in engineering design and administration of professional staff, and strong communication and interpersonal skills. Registration or eligibility to register in the Association of Professional Engineers of the Province of Manitoba would be an asset. The appointment to Head of Department will be for a five-year term, effective July 1, 1995, with a tenure-track academic position. The appointment as head is renewable, subject to application and approval. The appointment will be at rank of associate or full professor and with a starting salary between $75,000 - 100,000, depending on qualifications. The Head of Department is supported by an Associate Head and an Administrative Assistant, and reports to the Dean of the Faculty.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. The University offers a smoke-free environment, save for specially designated areas. Resumes and a list of three referees should be addressed to: **DR. DONALD SHIELDS, DEAN OF ENGINEERING, UNIVERSITY OF MANITOBA, 350 ENGINEERING BUILDING, WINNIPEG, MANITOBA, CANADA R3T 5V6,** E-mail: Donald_Shields@UManitoba.ca. Deadline for receipt of applications is **May 14, 1995.**

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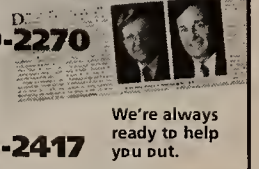

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by May 15, 1995 to Dr. Elihu P. Rees, Chairman, Department of Surgery Search Committee, IWK Children's Hospital, 5850 University Avenue, Halifax, Nova Scotia B3J 3G9.

THEATRE

DALHOUSIE UNIVERSITY - Department of Theatre. Applications are invited for a probationary tenure track appointment at the rank of Assistant Professor beginning July 1, 1995. The successful candidate will have completed a PhD in an appropriate field, and be qualified to teach in the following areas: History of Theatre/Modern Theatre, Dramatic Theory and Criticism, Introduction to Dramatic Literature, Dramaturgy, and Theories of Directing. Professional Directing experience and an established record in research considered an asset. Deadline for applications is April 30, 1995. Application and three reference letters should be sent to: Lynn Sorge, Chair, Department of Theatre, Dalhousie University, Halifax, NS B3H 3J5. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages application from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Zoology. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Zoology, University of British Columbia. Appointment may be considered at a higher rank for a senior woman with exceptional qualifications. Salary will be commensurate with education and experience. The Department of Zoology currently comprises 36 faculty members, approximately 35 postdoctoral fellows and research associates, and 140 graduate students. Preference will be given to candidates with a least 2 years postdoctoral experience and with demonstrated excellence in research that complements the present strengths in the department. We require a comparative endocrinologist (vertebrate or invertebrate). Experience with molecular biology approaches to this discipline will be considered a major asset. The appointee will be expected to develop a strong research program, and teach in appropriate undergraduate courses. Starting date will be January 1 or July 1, 1997. Appointment is subject to final budgetary approval. Curriculum Vitae, 3 letters of reference, and a brief outline of research interests should be submitted to Dr. J.E. Phillips, Head, Department of Zoology, University of British Columbia, #2354-6270 University Boulevard, Vancouver, BC V6T 1Z4, Canada (Fax: 604-822-2416). Closing date for application is August 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

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Memorial
University of Newfoundland

Department of Mathematics and Statistics
LOCUM POSITION

Applications are invited for a sabbatical replacement one-year term position, at the Assistant Professor level, commencing 1 September 1995. A PhD and proven ability for research and effective teaching are required. Duties will include teaching two courses for each of two semesters.

Applications, marked REF: MS/LOC/95, with complete curriculum vitae and the names of at least three referees should be sent to:

Dr. Bruce Watson, Head
Department of Mathematics & Statistics
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1C 5S7

The closing date for receipt of applications is **April 30, 1995,** or until the position is filled.

Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Brock University
Faculty Association
(BUFA)

BUFA invites all those who are thinking about taking a position as a faculty member at Brock University to consult with the Association as part of their decision-making process. The Association is the representative for faculty in respect to salaries, benefits and terms and conditions of employment. Its officers will therefore be pleased to provide advice and information in these areas. You may contact BUFA by Phone: (905) 688-5550, ext. 3268, Fax: (905) 688-8256, or E-mail: bufa@spartan.ac.brocku.ca.

ABC CANADA
THE FOUNDATION TO PROMOTE LITERACY IN CANADA

Memorial
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POSITION IN PHILOSOPHY

The Department of Philosophy has an opening for one two year (twenty-four month) term position. Applicants should have demonstrated teaching experience in introductory philosophy courses. The successful candidate will be expected to teach general introductory, "contemporary issues", and political philosophy courses, at the second and third year level and senior undergraduate courses in the area of political philosophy or ethics. Required Area of Specialization, Political Philosophy. Areas of Competence, Political Philosophy and Ethics. PhD required. Applications, including three letters of reference, should be sent to: ***Dr. D.L. Thompson, Acting Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.*** Applications must be received by **April 30, 1995.** In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. MEMORIAL UNIVERSITY IS COMMITTED TO EMPLOYMENT EQUITY.

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Public Distrust Thrives on Compensation Secrecy

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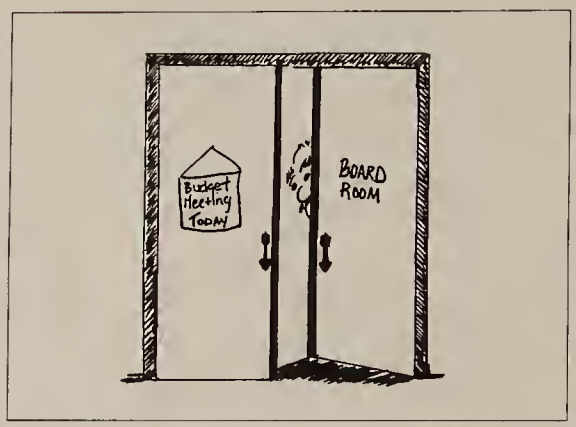
"IF UNIVERSITIES ARE TO BE SELF-governing, then they have a reciprocal obligation to society to show that they are using the resources entrusted to them in a responsible way. This is possible only if the university is open to public scrutiny, open in its accounts, open in its governance, policies and administration, open in its debates."

This statement is taken from the draft CAUT policy statement on openness and transparency in post-secondary education, to be presented to CAUT Council for discussion in April. The document arises, as did the *Policy Statement on University Governance* approved by Council in May 1994, from the CAUT sponsored report of the Independent Study Group on University Governance (1993).



The arguments of the draft statement, which recommends full disclosure of all faculty and management salaries and benefits will doubtless not find total acceptance among Council delegates.

HOWEVER, if the recent unedifying attempts of senior university administrators in Quebec and Ontario to close ranks against revealing their compensation packages to the press are anything to go by, academic staff are ahead of their employers when it comes to recognizing the need for full accountability in the public sector. The University of Alberta, which published the full contract of its new president, should be congratulated as an honourable exception.

One wonders what all the fuss was about. In British Columbia the salaries of university senior administrators and faculty, and medical doctors have, by law, been published annually for many years. In Saskatchewan the province applied freedom of information legislation to the universities which then made everyone's salaries public. The sky has not yet fallen in.

If anything, the media scrutiny of presidential salaries revealed that they were not excessively generous, and considerably lower than what would be available to a CEO in the private sector. Given the myths about the professoriate, it would be salutary for taxpayers to consider the reality of the average starting salaries of the entry ranks of highly qualified academic staff. They do not compare well with those some of their students command with a first degree in the public market place.

It might help the general public understand why some faculty members with families and heavy postgraduate debts must take on extra teaching loads to make ends meet. It would explain why, as the opportunity to acquire research grants steadily disappears, many academic staff can no longer contemplate taking a research sabbatical with its consequent reduction of salary. It would certainly make clear why those who entered the profession late, particularly women, will enter retirement with inadequate pensions.

THERE is nothing to be lost by openness — unless, of course, there is something to hide. The benefits negotiated by academic staff are clearly and publicly set out in their collective agreements, special plans and benefit manuals. This is not the case with the contracts of most senior administrators. If the non-salary elements of their compensation package are proper and appropriate then there should be no difficulty in full disclosure of them. Not to do so gives the media free rein to speculate about overly generous perquisites and golden handshakes.

"Universities are institutions committed to the rational pursuit of truth in teaching and research....To further this intellectual pursuit of truth, our society has given universities an exceptional degree of autonomy," says the draft policy statement on openness and transparency in post-secondary education.

That autonomy is not a free gift. It comes at the price of openness and full accountability. At the moment academic staff seem to have a better appreciation of this fact than their employers. ■

Confidentialité des salaires : méfiance accrue du public

«POUR ÊTRE AUTONOMES, LES UNIVERSITÉS ONT l'obligation réciproque envers la société de prouver qu'elles utilisent de manière responsable les ressources qui leur sont confiées. Cela est possible seulement si l'université s'ouvre à l'examen public, ouvre ses livres, dévoile sa direction, ses politiques et son administration, rend publics ses débats.»

Cette déclaration est tirée du projet d'énoncé de principes de l'ACPPU sur la transparence dans l'enseignement postsecondaire qui sera soumis au Conseil de l'ACPPU, à l'assemblée d'avril, à des fins de discussion. À l'instar de l'*Énoncé de principes sur la direction des universités*, approuvé par le Conseil en mai 1994, le document découle du rapport du Groupe d'étude indépendant sur la direction des universités (1993) et commandé par l'ACPPU.

Les arguments du projet d'énoncé de principes, lequel recommande la divulgation complète des traitements et des avantages sociaux de tout le corps professoral et de toute l'administration, ne recevront sans doute pas l'appui total des délégués du Conseil.

TOUTEFOIS, si l'on se fie aux récentes tentatives peu édifiantes des administrateurs supérieurs des universités ontariennes et québécoises de serrer les rangs et de ne pas dévoiler à la presse leurs politiques salariales, le corps universitaire est en avance sur ses employeurs lorsqu'il s'agit de reconnaître le besoin d'une obligation totale de rendre compte dans le secteur public. Il faudrait féliciter l'Université de l'Alberta qui a rendu public la totalité du contrat de son nouveau recteur. Son geste est une exception honorable.

Pourquoi en faire tout un plat, on se le demande. Depuis de nombreuses années en Colombie-Britannique, la loi oblige de divulguer chaque année les traitements des administrateurs supérieurs et des professeurs d'universités ainsi que des médecins. En Saskatchewan, le gouvernement a appliqué la loi sur la liberté d'information aux universités qui ont dû alors rendre publics tous les traitements. La terre n'a pas cessé de tourner pour autant.

L'enquête minutieuse des médias sur les traitements des recteurs a surtout révélé que les gains de ceux-ci n'étaient pas excessivement généreux et qu'ils étaient nettement inférieurs au traitement d'un pdg d'entreprise. Compte tenu des mythes entretenus au sujet du corps professoral, il serait salutaire que les contribuables sachent quel est le traitement de début moyen d'un universitaire hautement qualifié. Il ne se compare pas très bien avec ce que gagnent ses étudiants une fois sur le marché du travail, après l'obtention d'un premier baccalauréat.

Le grand public pourrait ainsi comprendre pourquoi certains professeurs, qui ont une famille et de lourdes dettes d'études supérieures, sont forcés d'accepter des tâches supplémentaires d'enseignement pour joindre les deux bouts. Il comprendrait également pourquoi de nombreux universitaires ne peuvent plus songer à prendre un congé sabbatique, accompagné d'une baisse de salaire, pour faire de la recherche alors que les occasions d'obtenir des bourses de recherches s'estompent peu à peu. On comprendrait ainsi clairement pourquoi les personnes qui ont joint les rangs de la profession sur le tard, en particulier les femmes, prendront leur retraite avec un fonds de pension insuffisant.

IL n'y a rien à perdre avec la transparence, à moins qu'il y ait quelque chose à cacher, bien entendu. Les avantages sociaux négociés par le personnel universitaire sont clairement énoncés dans les conventions collectives, les régimes spéciaux et les guides d'avantages sociaux et ils sont publics, ce qui n'est pas le cas avec les contrats de la plupart des cadres supérieurs. Si les avantages non salariaux de leur régime de rémunération sont convenables et appropriés, leur divulgation totale ne devrait donc pas poser de problème. En ne les rendant pas publics, on laisse ainsi le champ libre aux médias pour spéculer sur des avantages indirects et des primes de départ trop généreux.

«Les universités sont des établissements voués à la quête de la vérité dans l'enseignement et dans la recherche. (...) Notre société a confié aux universités une autonomie exceptionnelle pour qu'elles puissent approfondir la quête intellectuelle de la vérité», d'après le projet d'énoncé de principes sur la transparence dans l'enseignement postsecondaire.

Cette autonomie n'est pas un cadeau gratuit. Elle s'obtient par la transparence et l'obligation totale de rendre compte. Pour l'heure, les universitaires semblent en être bien plus conscients que leurs employeurs. ■

CAUT Bulletin Insert **Vol. 42, No. 4** **April 1995 avril** Encart du Bulletin de l'ACPPU

Status of Women SUPPLÉMENT du statut de la femme 1995

Editors' Introduction

Faculty Associations: In or Out of the Equity Culture?

Karen Grant & Hilda Taylor define the equity culture.

BY KAREN GRANT & HILDA TAYLOR

The Status of Women Committee (SWC) of the CAUT has devoted a great deal of its attention in the past few years to strategies for building an equity culture. Curiously enough, while we were engaged in this work — thtough our lobbying efforts within CAUT, through our discussions of policies related to positive working conditions within universities, through our attempts to articulate what fair hiring entails and how systemic discrimination on our campuses contributes to inhospitable working and learning environments, and through out efforts to envision and implement an inclusive university — it was not until our work on *Rethinking Academic Freedom and Diversity*, the 1994 SWC Supplement, that we came to focus on the fact that the change that we are seeking in universities must be situated in the cultural contexts of universities. We had not specifically named our work, but we do so now. We propose that academic freedom and inclusivity necessitate an equity culture.

The idea of creating an equity culture is not as radical as it might seem at first glance. Those schooled in sociology know that the foundation of any society is rooted firmly in the set of beliefs, norms, and practices known as a culture. The culture essentially gives us a set of standard operating procedures, so that social life as we know it will make sense to us. The maintenance of society is dependent on all members of society internalizing (to a greater or lesser extent) the values of the culture.

And so it follows that an equity culture is one where the standard operating procedures are rooted in principles of fairness and justice. Indeed, as we have argued that "academic freedom *is* the inclusive university," and as we have favoured the principles of employment and educational equity as vehicles for ensuring that our universities and the curricula we teach reflect the experience of all who are (or would like to be) a part of the university, we have been describing the attributes of an equity culture in universities.

The CAUT SWC and others concerned about equity realize that advancing an equity agenda is not easy, particularly not in these times. We are currently watching the fiscal screws tighten, as federal transfer payments are axed, and as some provincial governments have shown their disdain for universities by cutting operating grants to universities even further. We are justifiably fearful that any windows of opportunity that employment equity programs might have afforded us to this point will soon be slammed shut.

equity \'ek-wat-ē\n.pl.-ties[ME *equite*, fr. MF *equité*, fr. L *aequitat-, aequitas*, fr. *aequus* equal, fair](14c) **1a:** justice according to natural law or right; *specif:* freedom from bias or favoritism **b:** something that is equitable...

culture \'kal-char\n[ME, fr. MF, fr. L *cultura*, fr. *cultus*, pp.](15c) **1:** CULTIVATION, TILLAGE **2:** the act of developing the intellectual and moral faculties esp. by education... **5a:** the integrated pattern of human knowledge, belief, and behaviour that depends upon man's (sic) capacity for learning and transmitting knowledge to succeeding generations **b:** the customary beliefs, social forms, and material traits of a racial, religious, or social group...

Yet, we are resolute in our commitment to an equity culture, and to the conviction that the goals of an equity culture are worth working for. Further, we are committed, as are the contributors to this Supplement, to the belief that achieving equity in universities requires everyone to do their part. This includes faculty associations (locally, provincially, and nationally), and this includes faculty, support staff, and students. And yes, it also involves university administrators too! We are all shareholders in the equity culture.

This Supplement to the CAUT *Bulletin* is devoted to an examination of the role of faculty associations in effecting positive action and change on our universities campuses. In particular, our aim here is to foster a discussion of how different groups work within or outside the equity culture. The various contributors have been asked specifically to discuss whether their constituency is in or out of the equity culture. In doing so, they have highlighted the successes they have achieved, and the many challenges that remain. As you read this Supplement, we invite you as well to consider the question: When it comes to building an equity culture on your campus, are you in or out?

The 1995 CAUT SWC Supplement is a first step in articulating the requirements for building an equity culture. We will revisit some of these issues later this year, in Windsor, at our annual workshop, and we invite you to join us there. At this workshop, we will examine how to forge alliances across the various constituencies of the university for the purposes of creating processes conducive to equity goals and practices. ♀

(Karen Grant, University of Manitoba, and Hilda Taylor, Acadia University are members of the Canadian Association of University Teachers Status of Women Committee. With special thanks to Janice Drakich, University of Windsor.)

Les associations de professeurs: font-elles partie de la culture de l'équité?

PAR KAREN GRANT ET HILDA TAYLOR

Au cours des dernières années, le Comité du statut de la femme (CSF) de l'ACPPU a concentré une grande partie de son attention sur des stratégies visant à établir une culture de l'équité. Curieusement, alors que nous nous engagions dans cette tâche en exerçant des pressions au sein de l'ACPPU, en discutant de politiques reliées à des conditions de travail positives dans les universités, en tentant de définir les conséquences de l'équité dans l'embauche et la contribution de la discrimination systémique à un milieu de travail et d'apprentissage inhospitalier, en nous efforçant de concevoir et de mettre en oeuvre une université intégrée, ce n'est qu'au moment de la conception du supplément de 1994 du CSF traitant de la liberté universitaire et de la diversité que nous avons constaté la nécessité de situer le changement voulu dans les universités dans leur contexte culturel. Nous n'avions pas précisément donné de nom à notre étude, ce que nous faisons à présent. Nous proposons donc que la liberté universitaire et l'intégration doivent s'accompagner d'une culture de l'équité.

L'idée de créer une culture de l'équité n'est pas aussi radicale qu'on semble le croire à prime abord. Les personnes formées en sociologie savent que le fondement d'une société est bien enraciné dans un ensemble de croyances, de normes et de pratiques que l'on appelle la culture. Cette culture nous procure un ensemble de méthodes normalisées de fonctionnement donnant un sens à la vie sociale telle que nous la connaissons. Le maintien d'une société dépend de tous ses membres qui assimilent à un plus ou moins grand degré les valeurs de la culture.

Il en découle donc que la culture de l'équité est une culture par laquelle les méthodes normales de fonctionnement prennent racine dans les principes de justice. De fait, vu que nous avons soutenu que la liberté universitaire était l'université intégrée et que nous avons favorisé le principe de l'équité en matière d'emploi et d'éducation pour veillet à ce que nos universités et les programmes d'études reflètent l'expérience de toutes les personnes faisant partie de l'université (ou qui aimeraient en être), nous avons par conséquent décrit les attributs d'une culture de l'équité dans les universités.

Le CSF de l'ACPPU et d'autres personnes préoccupées

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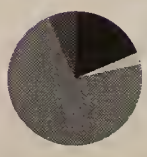

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WOMEN & CAUT NEWS

If you would like to receive this free publication, please send your name, address and university or college affiliation to:

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Women, Unions &

BY MARY LOU LORENZ DIETZ

Receiving the Sarah Shorten award means a great deal to me. This award is important to me personally because the kind of work this award recognizes goes unacknowledged and is frequently de-valued by our colleagues and administrators.

Working to advance the status of women through the union results in a label for women that the administration uses against us, suggesting that we could not be interested in any positions that are vested in power, prestige, or money on our campuses.

In fact, when I asked our President why none of us — the women who had been visible working to improve the status of women on campus — had been invited to submit our names for the position of Vice-President (Academic), for example, he said "Why, Mary Lou, you are an activist, you wouldn't want a position like that." I said, "Is this logical, that because we are activists we wouldn't want positions where we could influence university policy while we earned more money and increased our visibility?" I took this to mean that HE didn't want any people labelled as activists in positions of power. In my case, he was right — I never wanted to be an administrator but I damn well want to be considered.

However, it is interesting that many of our male colleagues have advanced to their present administrative positions through the union route. I suppose we have to assume from this that they believe women are sincere in our union positions but men are just expedient.

Receiving the Sarah Shorten award is important to me for another reason. It is a public recognition of all women who have worked so hard and given so much of their own careers to make things better for all women. In accepting this award, I recognize the work of the women of Windsor, Pam Milne, Veronika Mogyorody, Anne Forrest, Emily Carasco, Nancy Sennema, Janice Drakich, Vicky Paraschak, and ▶

CAUT STATUS OF WOMEN COMMITTEE

Top row from left to right:

Shahrzad Mojab
Applied Social Science, Concordia

Karen Grant
Associate Dean, Arts, Manitoba

Hilda Taylor
Biology, Acadia

Bottom row from left to right:

Jennifer Bankier
Faculty of Law, Dalhousie

Lesley Harman
Sociology, King's College

Janice Drakich
Sociology & Anthropology, Windsor

Dayna Daniels
(Committee Chair) Physical Education & Women's Studies, Lethbridge

▶ *SUITE DE LA PAGE 1*

par l'équité se rendent compte de la difficile tâche qu'est la promotion de cette démarche, en particulier en ce moment. Nous surveillons actuellement le resserrement budgétaire alors que le gouvernement fédéral sabre les paiements de transfert et que certains gouvernements provinciaux méprisent les universités en réduisant davantage leurs subventions de fonctionnement. Nous craignons, à juste titre, que la conjoncture favorable créée par les programmes d'équité en matière d'emploi à ce jour ne disparaisse brusquement.

Nous sommes pourtant déterminées à promouvoir la culture de l'équité et nous sommes convaincues que ses objectifs valent la peine d'y consacrer des efforts. De plus, à l'instar des collaboratrices du supplément, nous croyons que la réalisation de l'équité dans les universités nécessite la participation de tous, notamment des associations de professeurs (locales, provinciales et nationales), du corps professoral, du personnel de soutien et de la clientèle étudiante. Sans oublier l'administration universitaire! Nous sommes tous des actionnaires de la culture de l'équité.

Le présent supplément du *Bulletin* de l'ACPPU porte sur l'examen du rôle des associations de professeurs dans la mise en oeuvre de l'action positive et du changement de nos universités. Nous visons en particulier à encourager une discussion sur le travail des différents groupes à l'intérieur ou à l'extérieur de la culture de l'équité. Nous avons demandé aux diverses collaboratrices d'expliquer si leur groupe faisait partie ou non de la culture de l'équité. Elles ont ainsi fait ressortir les réussites obtenues et les nombreux défis encore à relever. Nous vous demandons de répondre à la question suivante lorsque vous parcourrez le supplément: En ce qui concerne l'établissement d'une culture de l'équité au sein de votre université, y participez-vous ou pas?

Le supplément de 1995 du CSF de l'ACPPU est la première étape vers l'élaboration des conditions d'établissement de la culture de l'équité. Nous reviendrons sur certaines de ces questions vers la fin de l'année, lors de notre congrès annuel à Windsor. Nous vous invitons d'ailleurs à y assister. À cette occasion, nous nous pencherons sur la manière de forger des alliances entre les divers groupes de l'université afin de créer un processus qui mènera à des objectifs et à des pratiques d'équité. ♀

(Karen Grant, Université du Manitoba, et Hilda Taylor, Université Acadia, sont membres du Comité du statut de la femme de l'Association canadienne des professeures et professeurs d'université. Des remerciements particuliers à Janice Drakich, Université de Windsor.)

équité [ekite]. *n.f.* (1262; lat. *æquitas* «egalité»). **1°** Notion de la justice naturelle dans l'appréciation de ce qui est dû à chacun: vertu qui consiste à régler sa conduite sur le sentiment naturel du juste et de l'injuste. (...) **2°** Conception d'une justice naturelle qui n'est pas inspirée par les règles du droit en vigueur (...) *Par ext.* Caractère de ce qui est conforme à l'équité.

culture 2. [kyltyr]. *n.f.* (v.1550; de *culture* 1) **1°** (v.1550). Développement de certaines facultés de l'esprit par des exercices intellectuels appropriés. *Par ext.* Ensemble des connaissances acquises qui permettent de développer le sens critique, le goût, le jugement. (...) **2°** Ensemble des aspects intellectuels d'une civilisation. (...) **3°** *Didact.* Ensemble des formes acquises de comportement, dans les sociétés humaines.

Responsibility

Mary Lou Lorenz Dietz at CAUT Council.

Lynne Phillips, their predecessors, and the pro-feminist men who have supported us.

In this article, I am not going to discuss the status of women specifically, I am going to discuss it more generically within the context of the union, within the context of diversity and inclusion, and within the context of the responsibility we all have for equity.

Recently the newspapers ran a piece by a Rutgers University professor predicting that unions were finished. He said by the year 2000 union membership will have fallen below 10 per cent. (I noticed in a recent strike by Wayne State University across the river from us, that the AAUP membership was at 17 per cent, if that is any indicator.)

I know that all of our associations are not literally unions, but they are our unions. If we lose the unions (a scary idea) and get into the Japanese style of management-oriented groups, the weakest and poorest among us will be the losers. WE will be the losers.

I am deliberately using the term union here, instead of association, because I believe that there is a telling difference in the meanings of those two terms, with only union meaning commitment and unity, rather than just membership. I believe in unions. I believe that they are the heart of the contemporary academic community.

And when I say that we — meaning women — will be the losers, I say this recognizing that we have gained over the last decade, recognizing what we have gained, and recognizing how precarious these gains are. We have worked too hard to give up what we have gained so far — and we have gained too little to be satisfied with the *status quo*.

Much of what we have gained has been on the backs of a few feminist women and pro-feminist men. People who, during the '70s and '80s continued to pound away at the same old issues of gender neutral language, pay and employment equity, unisex pension tables, and the like until one by one these battles were won (or at least recognized and conditions were improved).

I'm afraid some of our other gains have been the result of what we could call getting in bed with the devil — in the form of presidents with whom we have made alliances. Alliances that Drakich and Stewart, in their study of women in Ontario universities, have found to be as or more beneficial in moving women toward equity than has the work of our unions — an even more scary idea.

The unions should be places where all members' welfare, including women and other minority groups, is the major concern of all members. If we had real, functioning unions, we would not have had to fight as status of women committees for maternity/paternity leave, or still need anomaly funds because our unions would have fought these battles for us.

Many of you may be thinking, "well, in that case, why should we worry about losing our unions?" On many issues we expend more energy fighting our own membership than we do in fighting management. Our membership — the rank and file — both women and men have been reluctant unionists.

In early years the membership was openly elitist, in spite of the liberal left language that was introduced during the late '60s and early '70s when the union constitutions were being written. Although faculty members became part of the union, they never accepted the basic union principles of democracy and equality. Most of the men, and some of the few women who were around in our early days, saw the unions in terms of benefits for themselves and others like them — benefits that the men were already receiving, and without having to share them with people who they viewed as less competent than themselves (racial minorities, women, gays and lesbians).

Much union ideology is still foreign to the men and to the women who have accepted and succeeded in the patriarchal framework of male-dominated academies. Many of our past and current members find strikes or even challenging the administration, embarrassing.

I came into the University of Windsor union knowing this as I was a part of the first college union strike in North America in 1962. And I know it is still true. So I'd like to summarize the union problems we face today, and why I think it is imperative that we overcome them.

• First, the unions have not been and are not now, in these days of backlash, universally supportive of women's issues or of the problems of other minority students, staff, or faculty who do not represent the white, male establishment.

• Second, feminists have not been united with most men on faculty issues; rather we have acted as, and been treated as, a minority group with a concern almost exclusively for women's issues. This has resulted in a separation and alienation of feminists from a large segment of the traditional male-oriented academic population and conflicts between most members of associations and women and men feminist activists.

• Third, the alliance of both male faculty and feminist activists with management has weakened the union. Lack of union support has even caused some feminists to withdraw from full union participation in favour of participation in activist women's groups. Even without overt withdrawal, most of us have been so concerned with and involved in women's issues that we have been left behind in issues that impact on the total membership including issues relating to racism, heterosexism, and other problems of disadvantaged groups.

• And fourth, union values themselves have been given lip service rather than commitment. The traditional male membership has been self-serving and has seen the union in terms of individual and subgroup salaries and perks rather than in terms of issues of collective equity and the advancement of all members. (The in-fights over equal pension benefits and merit pay are good examples of this.)

In all of these areas, I think that we — feminist women and pro-feminist men — share accountability for these conditions along with anti-feminist academics. We, as the largest and most threatened minority, need to commit ourselves to take back or take over our unions. We need to integrate, renovate, and educate our union memberships. We NEED to salvage our unions and put them on track. WE NEED THE UNIONS. We NEED to take responsibility for keeping the union movement alive and for getting the membership to commit to union values.

Our unions have, in fact, had little diversity and even less inclusion, reflecting our faculties. Where else but in unions is inclusion possible among faculty? Certainly not in Senates or even Departments. We have to make the basic union principle of inclusion more important than entitlement if unions are to ever support and accept the present and future diversity of our members and our universities.

We have worked too hard to give up what we have gained so far — and we have gained too little to be satisfied with the status quo.

We must make our membership understand that we cannot trust management to take care of us, nor do we want them to. We need our memberships to understand that a diverse faculty and student body require that unions help people to find their own voices rather than falling back on the old idea that we know what is right for everyone by knowing what is right for ourselves.

As women we have experienced having others speak for us and have found it to be intolerable. So unions should help everyone find their voice, but underneath the diversity we must find a unified collective identity in the union.

Where we — feminist faculty — have failed is that we have not persisted in insisting on the participation of all of the membership. We have not insisted that our own issues be understood by all members of our unions, but have settled for half-hearted tolerance. We have not succeeded in making our membership understand and commit to the benefits of diversity and unity.

As women we understand living in an intellectual, cultural and political environment from which we were excluded and marginalized. So we must avoid the trap of being over-concerned with only women but rather we must also be concetned for others who are excluded and marginalized.

Having been left out of the development and policy making in universities, women have already paid a high price for this exclusion. We are still paying in terms of hiring, tenure, and promotion. We still feel as women the insidious impact of invidious comparisons to males. We still find people who circumvent equity rules because they are really not committed to a feminist vision of the university or the academic career.

We find ourselves allowing, even helping, our new women faculty to become corrupted by adoption of the patriarchal vision of the university which lingers on in academe. We have been torn between having them survive at any cost, and insisting that they do not fall into the male career pattern trap. Many of them have fallen into this trap and they ignore or oppose our goals. We need to have them with us.

It is time for us to rededicate ourselves to creating a more complete and better version of faculty unions. We must fight harder to provide our entire memberships with a vision of faculty union that is not diffused by the competition, individualism, and paternalism that has not only survived in our universities but seems recently to have taken on new life.

My experience as a chief negotiator gave me hope that we can develop a membership more in tune with our goals of cooperation, inclusion and diversity.

I worked with a faculty team that was a microcosm of the old and the new university. My team — which was not a team at the beginning — was a collection of sub-groups in the university and in the union. At the beginning, the team had little commitment to what the other members represented, and what the union should represent. It was a team with many minority interests — women, sessionals, librarians and union staff — although most were alienated and reluctant to voice positions. The old boys and new boys on both sides of the table were more concerned with reining in these minorities and, on our side, making sure that management did not see them as radicals.

What I found in this group is that, with insistence on adhering in real terms to the union principles of collective representation and collective bargaining, and by giving everyone a voice in the process, by adhering to principles based on women's strengths — listening, cooperation, group orientation and compromise rather than individualism, one-upmanship, and winning at any cost — the team became union and began to see that our conflict was not among ourselves, but with management.

Although management had used the strategy of divide and conquer successfully many times, I believe that respect and inclusion allowed us — at least for that little time — to support diversity.

The principles of diversity and inclusion are the essence of union. It is our responsibility, in these dangerous times, not to let universities backslide but to use our unions to make sure that union principles are the practiced principles of the university.

We must be the leaders and not the followers now or our unions will disappear. It is time for us to go to our unions and make them understand the principles of all for one and one for all, of diversity and inclusion.

WOMEN AND UNIONS BELONG TOGETHER.♀

(Mary Lou Lorenz Dietz, Department of Sociology, University of Windsor & 1994 Recipient of the Sarah Shorten Award).

CAUT & Equity

BY JOYCE LORIMER

This article attempts both to explain what CAUT does, and to review how its activities have contributed to the achievement of a culture of equity in Canada's universities.

WHAT DOES CAUT DO?

Since its foundation in 1951, CAUT has consistently worked to promote the interests of academic staff by seeking to advance the standards of their professions and to improve the quality of higher education in Canada.

In its current formulation the General By-Law of CAUT commits the Association to several core functions:

- the defence of academic freedom, tenure, equality and human rights within the profession;
- the provision of collective bargaining services for the support and assistance of member associations;
- the conduct of federal lobbying and public relations for the profession;
- the collection and analysis of data and the operation of a clearing house for information pertaining to the economic well-being of the profession; and
- the establishment and maintenance of international relations with academic staff in other countries.

CAUT implements these functions by a variety of activities.

Joyce Lorimer — Putting policy into practice.

Policy Making

Since 1951, the most important task of the Association's representative governing Council has been to develop policy statements, information papers and guidelines which identify the professional rights, responsibilities and working conditions of academic staff and define the necessary conditions for the delivery of quality post-secondary education. Four elected standing committees of Council, the Academic Freedom and Tenure Committee, the Collective Bargaining and Economic Benefits Committee, The Librarians' Committee, and the Status of Women Committee assist in this process by making recommendations to Council on policy matters. In the past thirty years CAUT policies have become the norm in Canadian universities.

Lobbying

CAUT Council also establishes the lobbying priorities of the Association. Policy positions are largely irrelevant if the federal and provincial governments are unaware of them. CAUT has, since its inception, presented briefs and made representations to hundreds of committees and commissions at the national level. It is also working increasingly closely with its provincial and local member associations to provide the background material which will allow them to mount effective political campaigns in their own constituencies.

Defence of Rights

The Association has always taken the position that the articulation of professional rights must be accompanied by a willingness to defend them. The Academic Freedom and Tenure Committee was created at the end of the 1950s to respond to appeals relating to the violation of academic freedom or of fairness in procedures of appointment, promotion and tenure, or harassment.

Collective Bargaining

CAUT has also strongly supported collective bargaining since the 1970s, arguing that the individual, group and collective rights and working conditions of academic staff are best protected by the negotiation of clear contractual language which can be defended through grievance and arbitration. Through the former Collective Bargaining Cooperative, and the present Collective Bargaining and Economic Benefits Committee, CAUT maintains a computerized database of existing collective agreements, an index of arbitrations, and provides analysis of salary and benefit data. The Association also develops model contractual language as a guide for negotiating teams, as well as giving direct advice and on-site assistance by professional staff.

Arbitration Services

When requested by a local member association, CAUT offers staff lawyers to argue arbitration cases arising from the breach of individual rights and terms and conditions of employment.

Information & Educational Services

The CAUT *Bulletin* is distributed to individual members 10 times a year, with annual income tax guide and issue supplements produced by three of the standing committees. In addition CAUT provides to locals a periodic newsletter entitled the *Negotiator*, which reviews recent developments in university collective bargaining.

CAUT's Librarians' and Status of Women conferences offer important fora for the discussion of and response to concerns central to professional librarians and female academic staff. The collective bargaining and grievance conferences, and salary and benefit workshops provide training and re-tooling for both experienced and inexperienced negotiators and grievance officers.

CAUT AND EQUITY

In all aspects of its work, CAUT has remained consistent to its mandate to support and implement human rights and fair employment conditions in the academy. By extension then, equity has been a crucial focus of its activities throughout the almost half century of its existence.

Policy making has always been the fundamental aspect of this process. Over the years CAUT Councils have systematically held the position that employment equity for women could and should be advanced by the elimination of overt or systemic discrimination which nullifies the values of academic freedom and the notion of an academic career open to talent. CAUT Council has not thereby advocated 'special rights' for a particular group, but rather worked to ensure that qualified women have equal opportunity of access to the academy.

As early as 1961 Council adopted a *Policy Statement on Equal Opportunity for Women Faculty Members* which stated that:

> "The Canadian Association of University Teachers is of the opinion that, in accordance with the principle of equal pay for work of equal value, there should be no discrimination based upon sex among faculty members, with regard to pay, status or workload. Women who are appointed to the teaching staff of a Canadian university are expected to have the same opportunities as similarly qualified men."

In 1973, CAUT approved its *Policy Statement on Refusal of Academic Appointment on the Basis of Family Relationships Rather than Merit*. The aim was to encourage universities to eliminate the practice whereby the wives of faculty members were barred from academic employment at the university, or only offered derisory part-time employment, regardless of their qualifications. Since then most formal restrictions of this kind have been abolished.

In 1974 CAUT approved its first policy statement on maternity leave. This was a first step towards equity — achieving equality by recognizing differences. This policy has evolved since the 1970s. The current formulation, adopted in 1985, is now entitled *Parental Leaves* and has the objective

> "to enable both women and men to successfully combine an academic career and family responsibilities without significant financial career loss and to recognize the role of both father and mother in child birth and child rearing..."

The present *Policy Statement on Professional Rights, Responsibilities and Relationships* (1991) has gone through numerous revisions since it was first drafted in 1970. In this and the documents, *Policy Statement on Initial Appointments* (1984), *Policy Statement on Fair Appointment Practices* (1989), and the information paper *What is Fair?* (1988), CAUT has systematically addressed the need for fair, objective, and open evaluation procedures for hiring, promotion, and tenure.

Generally speaking the pay, employment equity, and sexual harassment procedures which have been negotiated by faculty associations, with the advice of CAUT, are better than those imposed by administrative fiat.

Taken in conjunction with the *Policy Statement on Non-Discrimination* (model clause 1982, policy statement 1986), and the *Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities* (1985) they demonstrate Council's comprehension, in the 1980s, that employment equity for women would be achieved by a parallel approach, involving the elimination of flawed processes and the affirmative provision of positive benefits.

The policy statement on positive action in particular, noted that conditions of university employment play a vital role in influencing the participation of women as members of academic staff. It called on universities to review their policies on equal pay for work of equal value, maternity leave, non-discrimination, sexual harassment, and part-time and initial appointments to ensure that they provided a positive milieu for women. Noting that universities have an obligation to encourage research, teaching and scholarly work about women and about issues of concern to women, it urged universities to assist the schools to eliminate gender steteotyping and to recruit women students in non-traditional areas. It stated the need for effective policies to ensure hiring equity, and for the adoption of coherent institutional strategies to improve the position of female academic staff. As part of this same thinking, Council adopted a policy on sexual harassment in 1981. At the time, this was based on definitions of affirmative action used in the United States. In May 1989, Council passed a completely revised version of this policy, and it is currently before the standing committees for further adjustment.

PUTTING POLICY INTO PRACTICE

The role of the collective bargaining arm of CAUT has been to assist local associations in turning policies into concrete, negotiated collective and individual contractual rights, which can then be defended through the process of grievance and arbitration. Through the collective bargaining process university administrations have been encouraged to actually implement, as opposed to give lip service to, employee rights and employer responsibilities enshrined in provincial human rights codes, and employment equity, labour, and other forms of social legislation. Collective bargaining is the crucial conduit by which policies or legislative provisions become actual enforceable terms and conditions of employment in the workplace.

Most collective agreements now entrench provisions and legal language which have had a direct impact on the position of women faculty. The inclusion of an academic freedom clause modelled on that of CAUT is now becoming standard, although the process of negotiating them is not easy. Administrations will routinely argue that professional librarians do not need such rights and protections.

Most associations have negotiated non-discrimination clauses which prohibit any form of discrimination with regard to salary, rank, appointment, promotion, tenure, reappointment, dismissal, leaves or benefits on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offenses, marital status, family status, disability, political affiliation or belief. University administrations will often try to use such clauses to argue against positive hiring measures. This can and has been precluded in particular

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Harnessing Our Priorities for Equity

BY EMILY F. CARASCO

That we are discussing university participation in the equity culture as if it was morally optional at all is noteworthy, in and of itself. After all, equity does simply mean fairness and justice. But of course the concept of equity in the academy has come to encompass not just the notion of a desired outcome but a process as well (employment/pay equity requirements, sexual/racial harassment guidelines, educational equity initiatives, etc.) It is the latter aspect of equity that gives rise to debate and, on occasion, to controversy. The role of provincial faculty associations in the quest for equity is potentially contentious but avoiding discussion thereof is unlikely to advance the cause of equity. So here goes:

The Ontario Confederation of University Faculty Associations (OCUFA) with 22 faculty association members, who in turn represent over 11,000 academics, is clearly well placed to harness the priorities and concerns of academics and facilitate action related to the same.

OCUFA policies are formulated by its Directors, persons from each of its member faculty associations. These individuals take positions on policies based on the view of their respective associations.

Perhaps the best known of OCUFA's policies in the equity arena are its policy statements on *Employment Equity for Women Academics*, and *Employment Equity for Academics in the Designated Groups: Visible Minorities, the Disabled and Native Peoples.* It is important to note that these policy statements were formulated at different times (one in 1985/86, the other in 1989/90), that both were the result of many hours of deliberation and debate, and each was unanimously adopted by the Board of Directors at the time in question.

The drafting of the policies was done by Board committees, the Status of Women Committee and an *ad hoc* committee established by the Executive. On both occasions, input was sought, indeed actively solicited, from the membership at large. The democratic process through which these policies came into existence ensures a cornerstone position for employment equity within OCUFA.

Ultimately of course, the strength of commitment to these policies will be judged by their application on each individual campus.

It is also important to note that OCUFA's policies on employment equity preceded any legislation on the subject — indeed at the time, the Status of Women Committee developed its *Action Strategy on Women Academics*, they were responding primarily to the desperate plea of academics already on campuses for more women academics and equitable working environments for women academics.

The employment equity policy statement for academics in the designated groups was adopted by the Board of Directors a five full years before there was provincial legislation on the subject!!! Nor surprisingly then, when the Ontario Minister of Education implied (in his reference to his advisory body, the Ontario Council on University Affairs) that universities were neither sensitive nor responsive to issues of public policy, OCUFA strongly refuted this unwarranted assumption.

OCUFA's stated position is that universities are organs of society with an independent contribution to make to public policy. OCUFA's leadership role in the area of employment equity bears witness to this position.

Emily Carasco — OCUFA's role in the equity culture.

While there was always, and there remains, some resistance on the part of some academics to the notion of equity of outcome in the area of hiring (employment equity), there is clearly even less consensus on the process and outcome aspects of equity in relation to curriculum and climate. Not surprisingly either. After all Canadian academic equity activists seek to totally transform a curriculum and an environment that has been around for many decades.

Opponents of this movement regard it as an intrusion on their civil liberties and academic freedom. Equity activists argue that the climate in universities is inappropriate for the diverse, multicultural society that we are, and that the right to curriculum transformation is an exercise of academic freedom and not a violation of it.

Is this divergence of positions a reason for OCUFA and other provincial faculty association organizations to steer clear of these issues? I certainly don't think so.

OCUFA has stated recently in a brief to the Ontario Council on University Affairs that universities need to be independent centres of lively thought, inquiry and debate. If OCUFA's members, guardians of this trust that society has placed on universities, wish to use the resources of the organization to promote an ongoing discussion of equity concerns, OCUFA is obliged to respond.

I personally believe that OCUFA (and other associations like it) are obliged to do more. OCUFA has a duty to its members and to society as a whole to show leadership in all academic issues which are an integral part of what appears to be a new era in academia. Whether it be in relation to performance indicators, accountability or educational equity, we must be a vehicle for open and fair debate.

The process of developing policy must remain, as it has been in the past, a democratic one which allows for a free expression of the diverse views of academics. When we seek to develop new policy, it must be based on the highest ideals of our collectivity and we should not give in to the line of least resistance simply because change may be difficult or disturbing.

As I hinted at the beginning of my comments, I don't believe that we as academics in fact have the option to remain out of the equity culture. We are after all, first and foremost, educators. As a wise educator once stated so eloquently, "Education either functions as an instrument which is used to facilitate the integration of the younger generation into the logic of the present system and bring about conformity to it, or it becomes "the practice of freedom," the means by which men and women deal critically and creatively with reality and discover how to participate in the transformation of their world."

OCUFA has every reason to be proud of its record on equity. Its leadership, its various Boards of Directors and its committees (especially the Status of Women), have done much to foster the debate and action in the equity arena. Far too much remains to be done however. Until the face of the university mirrors the face of our society, the outcome aspect of equity has not been achieved. Until universities place as a priority, the treatment of all faculty, students and staff with dignity and respect, the process will not be complete.

OCUFA's role, it is my hope, will be to continue to provide leadership and support for faculty discourse and action in all matters related to the pursuit of equity. Ultimately, of course, OCUFA's role in the equity culture remains dependent on the will of its membership.♀

(Emily Carasco, Faculty of Law, University of Windsor and President, Ontario Confederation of University Faculty Associations).

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collective agreements by language stating that any such article shall not preclude any pay or employment equity measures mandated by law, agreed to by the parties, or any agreed action with regard to increased representation of marginalized groups.

Generally speaking the pay, employment equity, and sexual harassment procedures which have been negotiated by faculty associations, with the advice of CAUT, are better than those imposed by administrative fiat.

Many contracts pay meticulous attention to the fairness of hiring, promotion, tenure and peer review procedures, in the light of CAUT policy. Some contracts require the presence of tenured women on such committees. While this can mean double duty for women with tenure, it is a useful interim measure until women achieve tenure or permanency in every academic area of the university.

CAUT encourages the negotiation of realistic, entire workload provisions in its *Policy Statement on Faculty Workload* (1973). Contracts vary as to the degree of specificity on the matter. Where norms have been defined they can provide the basis for important arbitration decisions as to the rights of junior faculty. The need to have gender representation on committees or pressure to take up extra teaching can place inequitable burdens on the first women to enter the tenure track process in departments and can directly affect their capacity to achieve the level of publication requisite for tenure.

In the area of benefits, contracts and special plans show advances in maternity and paternal leaves. A small number of associations have successfully negotiated same-sex spousal benefits.

CONCERNS OF THE 1990s

Much has already been achieved by local bargaining with advice and assistance from CAUT. In the present economic climate the focus of negotiating teams will of necessity be as much to protect and generalize what has already been gained, as to make new advances. The area of pensions and benefits will be of considerable interest to female academic staff. The Collective Bargaining and Economic Benefits Committee is now beginning to undertake a review of pensions and will look at the structuring of gender neutral pension plans.

In the policy area, CAUT has been working on and refining its collective view of employment equity to encompass a broader concept of educational equity. In November 1994, Council received a paper on employment equity for visible minorities, First Nations peoples, persons with disabilities, gays, bisexuals and lesbians. Its recommendations were passed on to the CAUT Executive Committee for consideration of further action.

The changing social and racial mix of Canada's universities and colleges has, in recent years, stimulated intense debate about curriculum adjustment, and about how to foster a climate in which all members of the community can feel free to participate to the best of their ability and intetest. Such debates are part and parcel of the historical evolution of institutions of higher learning and reflect the growth and vitality rather than the decline of the system. CAUT remains committed, as it has been since its foundation in 1951, to the nurture, defence and extension of academic freedom and the elimination of barriers to the search for knowledge and its free expression. Indeed if Canadian universities are to be truly reflective of their changing social base it is more important than ever that their academic staff enjoy the rights defined in the *Policy Statement on Academic Freedom*, formulated by Council in 1977:

> "Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship ...
>
> "Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the scholarly obligation to base research on an honest search for knowledge."

The struggle to enhance the status of women and ensure a welcoming and inclusive university environment for all who are qualified to benefit from it, depends on a clear understanding of the meaning and practice of these principles. It is for this reason that the CAUT Executive has set up an *ad hoc* committee of members of the four standing committees to review all of CAUT's policies in their relation to the question of Academic Freedom and the Inclusive University.♀

(Joyce Lorimer is President of the Canadian Association of University Teachers. Sources: CAUT staff members Donald Savage, Rosalind Risseborough and Mariette Blanchette.)

The Equity Culture: Are We In or Out?

BY HILDA TAYLOR

The Acadia University Faculty Association (AUFA) represents some 200 full-time academic staff. It was formed in 1960 and certified as a union in 1976.

In terms of equity issues, perhaps the outstanding achievement was the extension of spousal benefits to same-sex partners that we acquired in 1985. This followed two years of persistent effort by two association members. We were the second university in Canada to offer this benefit package (following York) and the first to have members claim their rights. All benefits for which the university has responsibility are included, and range from family passes at the gym to pension benefits.

Salary inequities, particularly those that were gender-based, were addressed during our last negotiations in 1989. A sum of $25,000 was set aside to be used to correct these inequities. Concerned individuals were encouraged to apply to a specially created committee, and of the successful applicants, the majority were female. This fund certainly addressed one aspect of the inequities between male and female faculty, but other problems remain.

A recent Association study has revealed that the average age for women hired into tenure track appointments over the last five years is 39, with 58 per cent of those women being over 40. This compares to the average age for men being 37, with only 25 per cent being over 40. The AUFA Executive plans to expand this initial study since it raises several questions. The factors that create these differences will be investigated and the long term implications for individuals, in terms of pensions, will be given attention.

The Presidential Advisory Committee on the Status of Women has commissioned two reports; both written by AUFA members; one submitted in 1978 and the second in 1990. Both projected a rather gloomy picture with respect to women at Acadia. I have updated some of the data with respect to gender issues and women faculty to reflect our current situation.

Women are now definitely represented in greater numbers amongst full-time faculty. There is an increase in both the proportion of women faculty who are full-time employees and an overall increase in the percentage of women on faculty. A comparison of gender differences in rank shows an increase in the proportion of women with the rank of full professor, but a decrease in the proportion at the associate and assistant levels. We continue to see the over-representation of women in lecturer and part-time positions.

Our current collective agreement contains a non-discrimination clause and refers to this clause in the article dealing with new appointments. In terms of affirmative action, our contract states that for making appointments "when two or more candidates are otherwise equal, preference shall be given to under-represented groups." The Association monitors documents involved with new appointments and can question situations that do not appear to follow the procedures. AUFA, with the cooperation of the administration, has organised workshops for heads and members of search committees in order to increase their understanding of the hiring process. During these sessions, emphasis was placed on this section of the appointment article.

A small institution is a good environment for fostering communication between all constituent groups. Both directly and indirectly, the faculty association has encouraged two such groups to form. A women's caucus which was formed initially by faculty women, meets regularly and brings together campus women to talk and work on questions of interest to all of us. Hearing the views of staff and students is enlightening and gives another perspective to campus issues and concerns.

The second cooperative group was organised by the AUFA Executive two years ago. Members of the executives of all the employee groups meet at least twice a year. We discuss equity issues of common concern and share information in order to try to decrease inequities in working conditions for our various members. This move on the part of AUFA was very well received by both unionised and non-unionised groups on campus.

Collective bargaining rights have been severely compromised in Nova Scotia. Government legislation in the spring of 1994 imposed a 3 per cent salary roll-back with "no strike-no lock out" clauses, and no bargaining allowed on any issue involving finances, for all government and university employees until 1997. We are, therefore, severely hampered in our ability to make contractual changes.

Acadia's current collective agreement should have expired in 1992 but is now frozen until 1997. The various equity issues that we intended to bring to the table during our aborted negotiations of the spring of 1994, will now have to wait until 1997.

A small institution is a good environment for fostering communication between all constituent groups.

In the meantime, the Association makes sure that our members are represented on all university committees and bodies that deal with equity issues, including the Sexual Harassment Committee, Presidential Advisory Committee on the Status of Women, the Women's Caucus and the Rights Action Council. Proof positive of the efforts of these groups is the hiring of our first Equity Officer at Acadia University.

In conclusion, AUFA has played a role in improving the equity climate on campus. We have many improvements yet to make but I think it is appropriate to end on a note of optimism and say that AUFA counts itself IN with respect to the equity culture. ♀

(Hilda Taylor, President, AUFA and Member, CAUT Status of Women Committee).

Opening Doors & the Equity Issues Committee

BY DAPHNE READ

At the 1994 CAUT Status of Women Conference in Vancouver, two of us who attended the final provincial status of women meeting were caught off guard by a challenge to the change in our committee's name and mandate from Women's Issues to Equity Issues. In the spring of 1994, following the final adoption of *Opening Doors*, the University of Alberta's employment equity plan, the Women's Issues Committee of the Association of Academic Staff: University of Alberta (AAS:UA) recommended that the committee be reconstituted as the Equity Issues Committee, with a broader mandate of monitoring equity with respect to the four "designated groups": Aboriginal peoples, persons with disabilities, members of visible minorities, and women. What appealed to the Women's Issues Committee as a *progressive* move — because it provided a stronger base for action on equity in general — appeared quite *regressive* to some of our colleagues at the conference. For a moment we wondered if we were being perceived as "the not-quite feminists" from "bad old Alberta."

What this moment of confrontation did for me was to crystallize the importance of situational politics, or a politics of location. Whereas in Ontario, for example, there are strong status of women committees both in local faculty associations and in the provincial body, OCUFA, and strong political organizations provincially, if not on campus, representing the interests of "other" groups, in Alberta there are (a) no standing committees in the provincial body, CAFA (the Confederation of Alberta Faculty Associations), hence no status of women committee; (b) few, if any, visible political organizations on campus representing the interests of "other" groups; and (c) a provincial political discourse which abhors "special rights" for groups which "non-conservatives" might identify as marginalized or oppressed. Not only does Alberta *not* have employment equity legislation, but the existing Human Rights Commission is under review, with a good chance that its current mandate will be even further weakened. Whatever the problems with "equity" as a term of liberal disguise or compromise of feminist principles, at the University of Alberta, focusing on "equity" allows us to intervene with a very different sense of legitimacy in the public discourse. Further, as a committee we understand "equity" in its largest and most inclusive sense, not as restricted to "designated groups" identified by the federal government. Rather than being on the defensive, as previous committees have experienced in the context of resistance to "feminism" and "gender equity," our committee finds itself in the novel position of seeking strategies to ensure that the university equity plan is actually put into action and does not languish in the realm of good intentions and safe rhetoric.

Opening Doors has been criticized by some as a "soft" document: yes, there are problems, but it is what we have to work with, a starting point. Our committee has struggled over the past few months to define our goals and strategies. We see ourselves as positioned in relation to three communities. First, as one of only four standing committees of the faculty association, we respond to association issues, make recommendations on policy, and try to integrate equity into everyday thinking. Secondly, our committee plays a supportive role in relation to the Office of Human Rights, both by working cooperatively on issues like same-sex benefits and by acting as an advocacy group for equity on campus. The question of the committee's potential as an advocacy group on campus (our third community) has generated intense discussion. For those who have been actively working for equity for many years, who have participated in numerous reports, and whose everyday work is equity work, there is a fear that this committee might simply slide into silence and ineffectuality, or focus (as academics tend to do) on self-education and public educational forums, rather than playing a strong activist or advocacy role, asking the hard questions and pressing for action on substantive issues. However, to become a strong advocacy group, we need to have a common understanding of our goals and principles, and we need to be able to trust each other so that we can explore — and argue — the issues and our differences. This process takes time (which, for most people, is already at a premium) and it requires an ongoing negotiation of the differences between academic and activist cultures.

We are at the six-month point of our existence as a committee. Some of us have a long history of involvement in equity work at the university; some of us are entering into the labyrinth of administrative structures for the first time. This committee owes its existence to the efforts of the Women's Issues Committees and the various committees which have produced equity reports over the years. We aren't reinventing the wheel; we are trying to find ways, in our particular location and in our particular time, of bringing about change. We owe it to those who have given so generously of their time and commitment to bring in new energies to continue the struggle for their and our vision of social justice. In order to further our goal of keeping equity issues in the public discourse, we have instituted a regular column in the AAS:UA newsletter, called the *Equity Report Card*. With a new president, an equity plan in place for a year, and an impending Federal Contractors Program compliance review, we hope to achieve a public accounting for the university's successes and failures in implementing the recommendations of *Opening Doors*. ♀

(Daphne Read is a member of the Association of Academic Staff: University of Alberta.)

On Contributing to the Equity Culture

BY SYLVIA JOHANNSON

The balance between being in or out of the equity culture — and being seen to be in or out — is obviously determined both by the formal positions faculty associations develop and maintain on matters of equity and by the efforts we expend in realizing them. Important formal resolutions for the University of Manitoba Faculty Association have included the endorsement of employment equity principles, the decision to press for a review of systemic differences in salaries through bargaining, the cosigning of human rights complaints on systemic discrimination, and our decision to review the university's sexual harassment policy. Our implementation of these resolutions have presented serious challenges and obstacles, and have highlighted the tensions inherent in our duty of fair representation.

The question of systemic differences in salary levels between male and female members was brought to the bargaining table in February 1990. At that time the Association sought a joint committee to review the matter, and ultimately agreed to a limit proposed by the administration of $100,000. The joint committee which reviewed the matter assessed that the total differential was in the neighbourhood of $1.3 million, but the administration paid out the $100,000 and disputed the findings of the study. Association representatives pressed the administration to proceed with funding the outstanding debt, at the same time reviewing the options for individual, group or policy grievances. Chairs of the Association's Status of Women committee and key women's groups on campus made it clear, though, that grievances against the administration would place many of our female members — in particular those on untenured, contingent, or term positions — in positions of personal exposure. A resolution to a perceived systemic problem through the grievance procedure was frustrated, therefore, by the fact that those in these positions felt themselves vulnerable to retaliation — the clearest sign of systemic problems. Faced with this, the Association did not grieve, but brought the matter to the next round of bargaining. Those efforts, and regular pressure on many fronts, saw another joint committee, a consultant's report followed by another report, and the final total adjustment of some $500,000 was paid to female members. The experience has lasted 5 years, and has ultimately pleased no one greatly. Even the most basic of our responsibilities as a union — the negotiation for salaries — is complicated and fraught with difficulties when we attempt to respond to a systemic problem.

A similar experience has followed the Association's role in the complaints filed with the Manitoba Human Rights Commission against the province's universities. The complaints, filed by a coalition of women in the community, charge that the universities systemically discriminate against women in areas of employment, education, and in the provision of services. The Faculty Association signed on as a complainant in 1992. The progress of the complaints has been made difficult by the university administration's reluctance to respond positively or cooperatively, and by the Human Rights Commission itself, which required signed affidavits directly from those fearful of signing them.

Although the Manitoba Human Rights Code incorporates reference to systemic discrimination, the concept is not well defined and the investigation has proceeded along the model of the individual complaint. As one member of the original coalition termed it, the Association and the original signatories are being asked to prove the existence of a ton of feathers feather by feather. And while Association representatives recognize the significance of rules of evidence, we also discovered that using this model would place those in the most vulnerable positions again in the most exposed positions. Other strategies of the use of surveys and group evidence are being examined; but again, in the context of a reluctant Human Rights Commission and a resistant university administration, the challenge before the Association is time-consuming, expensive and frustrating.

On the matter of sexual harassment, the difficulties have been just as complex: there is a clear tension between our duty of fair representation to individuals who face such charges and our duty of fair representation to our members who have the right to work in an environment free of sexual harassment. The union must work for fair and reasonable investigations and for progressive discipline; but nevertheless in arbitrating sexual harassment grievances a loud negative message is sent to those who believe the Association is out of the equity culture, and in particular to those who would wish for the union's support in defending them against those same behaviours. We have responded to this challenge through attempting to negotiate policy changes, through developing our own education program, and through our administration of grievances.

In the administration of grievances, the Association thoroughly investigates complaints, procedures, and provides representation. But to our members who have shown these behaviours and who become respondents, we also provide education, critical feedback, treatment, and mentoring. This role has been done in private. We also engaged a consultant's report on sexual harassment issues and are developing an education program by and for our own members.

On the matter of policy, the Association worked for two years on revisions to the university's sexual harassment policy with the university President's Advisory Council on Women. In January 1994, joint recommendations from the two groups were submitted to the university president. This outcome represented an historical cooperation between groups which had traditionally held interests seen to be at variance with one another. In addition to providing clearer procedures, the principles in forming the joint recommendations were that responsibility for ensuring a sexual harassment-free environment includes those with the most authority and power, and the ability to initiate change includes those with the least.

On this matter the university administration responded by taking those principles and turning them on their head; the most important joint recommendations were ignored. Initiatives may still begin from below, but the vice-president and president could halt an investigation from above. At the same time the administration would be removed from responsibility for the policy by the removal of reporting lines; finally, information and advice to those above would be stalled because an advisory mechanism proposed by the joint recommendations was absent. The results would see a policy that focuses power at the top, responsibility at the bottom, and no way of reviewing any of this. The administration's moves created wide dissent within the university and the policy changes have been postponed by the university's governing board. But while the Association continues to work in favour of the joint recommendations, we recognize that the obstacles to our contribution to the equity culture are not always easy to remove.

Even the most basic of our responsibilities as a union — the negotiation for salaries — is complicated and fraught with difficulties when we attempt to respond to a systemic problem.

Finally, in implementing our various responsibilities, we need to be mindful that the Association's own way of doing business can affect our contribution on systemic issues. The nature of our work as a volunteer organization often means that those who are most vulnerable, who are most junior in rank and influence, are often least in a position to devote energy and time — much less be on the front lines doing these things — to work in the Association's grievance and policy work. From within the organization, this reality, combined with the press of our daily work which requires us to be immediately responsive and involved, can create a "charmed circle" where some perspectives are heard more readily than others. Moreover, those in need of our representation may engage in behaviours which are at odds with our principles of equity. This situation places a responsibility on the people who are most involved to be mindful that the absence of a particular perspective in a particular meeting does not mean that this perspective can be ignored or minimized.

The Association's contribution to the equity culture is, finally, consistent with, and not contradictory to, our duty of fair representation. This duty on the faculty union, whether certified or not, places an obligation to represent fairly, reasonably and without malice those who request representation, but also places a general obligation to represent those in the minority. Our efforts on the issues of university policy, salaries, and wider issues have been some of our attempts to fulfil that responsibility. ♀

(Sylvia Johannson is the Executive Director of the University of Manitoba Faculty Association.)

History, Happenstance & Equity Culture

BY JANE GORDON

It is difficult to understand the composition of the current Mount Saint Vincent University faculty without reference to its history. The university was founded by the Sisters of Charity as an educational institution for women. For many years its faculty and student population was exclusively female. This history explains the gender composition of the faculty and administration until abour twenty years ago.

Secularization began in the 1950s when both men and women lay people were hired as additional faculty. The Sisters of Charity continued as a very strong presence exercising both political and moral leadership. In the 1960s, the Mount President, a nun, was the only woman at AUCC meetings.

The reemergence of the women's movement in the early 1970s provided the background to updare the university's traditional mission to serve new times. The outreach work of the Continuing Education Depattment, to open up the university to non-traditional students, primarily women, resulted in a student body which brought maturity and experience to an academic setting.

On the one hand, the Mount was committed to accessibility for a hitherto unrepresented group — women and part-time students. On the other hand, as rhe 1970s unfolded, the Mount was also concerned with trying to establish its legitimacy as an academic institution on the Canadian scene. This meant moving from a largely teaching institution to one with the research concerns of other universities and a more collegial governance system.

The new emphasis on the conventional dimensions of academic life meant the focus in hiting changed. New lay faculty were sought who had potential in research as well as teaching. The contraction of the academic job market in the late 1970s and 1980s meant that 'best' candidates were best on traditional measures of achievement. During this time the number and percentage of men on the faculty increased.

During the late 1980s, changes in both faculty and administration initiatives raised awareness of gender inequality in academia and the importance of presetvation of the Mount's unique focus. This has led to inclusion of an article on non-discrimination in the collective agreement.

That we have a high numbet of women faculty is historic and not entirely deliberate. The university has, however, been successful at hiting women faculty, some of it as a

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Equity & the Part-Time Faculty Member

BY JOAN SHERWOOD

Part-time faculty are by definition unequal. The purpose of this article is to address how this inequity can best be dealt with first from the viewpoint of the individual part-time person, and secondly from the viewpoint of the faculty association or union. Part-time can be a misnomer for people who often teach summers and intersessions as well as the regular term in order to earn a livelihood. At my university, untenured faculty have run the program in the prisons, administered the correspondence and co-op programs in their departments and run the Writing Centre as well as teaching regular courses. These are duties not encompassed by the term "part-time." Since we all know how powerful naming can be, I would suggest that the term "adjunct" which is current at many universities, be substituted for part-time faculty member with its pejorative implications of casual nonchalance — the direct antithesis of the insecurity which in reality defines the lot of the part-time academic.

Joan Sherwood — Different issues face the part-timer.

It seems only appropriate to address the insecurity of adjuncts in the pages of the supplement of CAUT's Status of Women Committee. Women in the university community, even tenured or tenure-track, often feel marginalized in a university culture defined traditionally by males and male values. But part-time faculty work under a double jeopardy. To qualify for acceptance by peers and administrators requires tenure. To be untenured and perhaps untenurable means by definition that part-time faculty do not measure up in terms of standards and status. Moreover, though males often make up the majority of part-time faculty, it is usually women who depend on their work at the university for their principal income. It is more likely to be males who come in to teach a few hours from a lucrative position elsewhere in law, business, or medicine. Women who are in the adjunct positions are often there for family reasons. Although it is becoming more common that the female partner may be the tenured person, it remains true that the person who has made a full career commitment to teaching at the university part-time is usually a woman.

Realistically adjuncts must consider how to make the best of a situation which by definition lacks not only security but also the status and prestige that go with full acceptance in the community in which they work. Adjuncts do not have their credentials stamped with "tenure," nor are they likely to in the present financial climate. But if neither equity nor security are possible are there other ways to secure respect for oneself and one's work?

Fortunately inequity can be compensated for by being superior at an adjunct job. It is a *sine qua non* that long-term part-time people are excellent teachers. Otherwise, they would not be there at all. On the other hand, just coming in to teach, even though that is all one is paid to do, is not necessarily fulfilling. Often part-time faculty remain isolated within their departments — their contribution is ignored and unappreciated. I would suggest that this is counter-productive from the viewpoint of the department, students, colleagues and the whole of the university community. It would make good sense for part-timers to be involved in departmental meetings and activities. Departments where this is the case have benefitted from their contribution. Part-time or adjunct positions might even be preferable for tenure-track women in demanding familial situations at certain periods of their career if the option were made available and practical.

What holds true for departments can also be said for faculty associations. Part-time faculty are not always eligible to become members of locals, but it makes good sense from the viewpoint of associations to have them as members rather than as isolated, marginalized academics open to exploitation, or operating in a separate, rival association. True, even when welcomed, it can be difficult to get part-timers to join the faculty association or even form their own unions. Perhaps there is the feeling that they can't be shot down if they are not visible. Nevertheless, it is in their own self-interest to do so. The more active their participation in faculty associations the more aware tenured faculty are of injustices in their treatment and the more willing to take a stand on rights for adjuncts. Faculty associations can give a voice to those who otherwise feel silenced. The faculty association at Queen's has an adjunct representative on its executive and regular faculty will vouch for their contribution as grievance officers, treasurer and secretary at various times. Our particular association has been very supportive of the problems of part-timers but probably because there have been voices on occasion to remind them, "and what about adjuncts?"

The voice of the part-time faculty member needs to be heard if part-timers are to be treated with equity and respect. Serving on committees, particularly those dealing with women's issues, is another way to bring attention to the problems that part-time faculty face. The same can be said for serving on CAUT committees. I would hope that there will continue to be a part-time representative on the Academic Freedom and Tenure Committee, and that a part-time faculty member will consider running for the Status of Women Committee. Some part-time faculty may choose to do research and publication. Of course, this can only be for their own interest and satisfaction. The bottom line remains the tenuous state that is the lot of the untenured, and the limited means available to address this problem.

Finally, to turn to the role of faculty associations in equity for part-time faculty. This has to be a two-way street. It is not until adjuncts are willing to participate fully in faculty associations that they can expect to be treated with fairness and equity. An unfair burden to be imposed on those only paid to teach a course or perform a restricted number of duties within the university? Certainly. But just as the definition of adjunct is untenured, so the definition includes insecurity and inequity. It goes with the territory. There are faculty associations willing to defend the right to fair treatment for adjuncts, but the power they have to guarantee positions is limited; too often it is non-existent.

Universities are essentially hierarchical organizations. It is ultimately up to the individual part-time academic to decide whether to function at a high level in what remains from the viewpoint of status, salary, funding for research and conferences, security, equity and even fairness, a low level position in the hierarchy. The inequity in the adjunct and part-time position has to be made evident to those in a position to change such conditions before minimal fairness in terms of natural justice can come about. As Aisenberg and Harrington point out in *Women of Academe: Outsiders in the Sacred Grove*, there is no inherent reason why part-time experience should limit rather than enhance academic career opportunities. "Part-time is not counted as a serious career step because to rate it such serves the budgetary interests of the academy."[1] But it is not in the interests of any faculty member to have other academics at the university treated as second-class citizens.♀

(Joan Sherwood, adjunct associate professor in the Department of History, Queen's University and member of CAUT's Academic Freedom and Tenure Committee.)

[1] Nadya Aisenberg and Mona Harrington, *Women of Academe: Outsiders in the Sacred Grove*. (Amherst: University of Massachusetts Press, 1988). p. 130. The authors go on, "Furthermore, the old norms decree that the second echelon, the supportive ranks are a proper and fitting place for women. Thus it is easy to operate such a system without moral discomfort, especially when, ...part-time work can seem a godsend to women caught in a difficult conflict between family and work responsibilities."

UNESCO: International Statement on Higher Education Rights

BY DONALD C. SAVAGE

For some years CAUT has spearheaded an attempt to secure the adoption by UNESCO of an international statement on the rights of higher education teaching personnel. This has been done through the International Conference of University Teachers' Organizations (ICUTO) which CAUT helped to found in 1982. Such a document already exists for primary and secondary school teachers but not at the post-secondary level.

ICUTO's hope is that such a document would provide one more instrument in the never-ending struggle to maintain and develop freedom and fair working conditions in higher education.

In 1993 ICUTO both proposed that UNESCO undertake this task, and approved a document to be the basis of discussion with UNESCO. UNESCO subsequently authorized its secretariat to proceed with the drafting of an international instrument. That draft has recently been sent to governments for comment with the intention that a final form will go before the Council of UNESCO in 1997. UNESCO has worked with the International Labour Organization (ILO) on this document particularly in relation to terms and conditions of employment.

Both the ICUTO proposal and the draft UNESCO document address the full range of rights inherent in higher education. These include civil rights, academic freedom, freedom from cruel, inhuman and degrading treatment, publication freedom and freedom for international cooperation in teaching and research, as well as autonomy and self-governance along with the institutional and individual responsibilities that go with the articulation of these rights. The document also spells out principles in regard to the terms and conditions of employment of higher education teaching personnel.

All these rights and responsibilities are of importance to both female and male faculty members. But there are specific articles of interest to women in the draft UNESCO document. In particular the document calls on member governments to take all measures necessary to promote equality of opportunity and treatment of women in higher education and incorporates the conventions of the United Nations, UNESCO and the ILO on equal rights for women and thus makes it clear that they should apply to institutions of higher learning. The most important of these is the 1979 UN Convention on the Elimination of all Forms of Discrimination against Women. But there are a variety of others as well as ILO conventions on maternity protection, employment discrimination, equality of treatment in social security, and workers with family responsibilities.

These international instruments define some of the ways in which equality should be guaranteed whether through parental leave, equality in the application of social programs, or equal pay.

The UNESCO draft proposal also specifies that female candidates in a recruitment situation with equal merit are given preference and that academic staff should treat male and female students fairly and equitably. It states that temporary measures aimed at accelerating *de facto* equality for disadvantaged members of the academic community should not be considered as discriminatory provided that these measures are discontinued when the objectives of equality and equal treatment have been achieved.

ICUTO thinks that the adoption of such a document by UNESCO in 1997 would provide benchmarks whereby the international academic community could judge the performance of universities and their governments in the provision of higher education to their citizens, and assist those who are the victims of unjust policies or laws.♀

(Donald Savage is Executive Director of the Canadian Association of University Teachers.)

Librarians & Faculty Associations: A Partnership

BY MARGOT SCHENK

When we consider how librarians can negotiate for change, foster equity, and help implement the inclusive univetsity, we should considet our workplace first: the academic libraty. Libraries are inclusive to the extent that their materials and access points represent the values and interests of both men and women, persons of diverse cultural and ethnic origins, differently abled persons, and persons of different sexual orientations.

It is essential that librarians have academic/intellectual freedom enshrined in their contracts or in their terms and conditions of employment. Academic freedom allows librarians to practice their profession unhindered by those in the community who would restrict or deny free access to information.

We are all aware of the recent publicity about the customs seizutes of books intended for Canadian bookstores. There are also books that don't get to Canadian university libraries, books that are "hidden" in libraries because someone in power disagrees with rhe content, and books that are defaced by readers who want to make a statement of their opinion about certain ideas and pictures.

The Canadian Library Association statement of intellectual freedom says: "It is the responsibility of libraries to guarantee and facilitate access to all expressions of knowledge and intellectual activity, including those which some elements of society may consider to be unconventional, unpopular or unacceptable. To this end, libraries shall acquire and make available the widest variety of materials." When librarians work within the framework of academic/intellectual freedom clauses, they have the powet to build inclusive library collections. Faculty associations should ensure that they bargain successfully for their librarians to have academic/intellectual freedom.

Another area affecting the degree of inclusiveness of the library collection is the governance structure of the university. At the very least librarians should be recognised as academic staff members in their collective agreements, handbooks, and in their terms and conditions of employment. When librarians are full partners with faculty in the governing bodies of univetsities, their knowledge of where the barriers to inclusivenesslie can be used to eliminate those barriers.

Over two-thirds of academic librarians are women. This diffets from the gender pattern for faculty at most Canadian univetsities. It is important to have input ftom rank and file librarians whose viewpoints may be more diverse than those of library administrators or even most teaching faculty.

Faculty associations should strive to have librarians share equally with teaching faculty in the Senate, Board of Governors, and other decision-making committees.

Faculty associations must fight against retrenchment, redundancy and vertical cuts, especially in academic libraries. The technological changes happening today in libraries are beginning to destabilise the ptofessional role of librarians in terms of their functions and job security.

There is evidence of the slow attrition of libtarians as cataloguing, for example, is being increasingly contracted out or "outsourced" to large automation utilities or cataloguing businesses. Administrarors are trying to maximize efficiency in these times of declining budgets, without considering the impact on human resources. While attrition is occurring there is also an arbitrary shifting of cataloguers to other areas of the library where their opportunities for career advancement may be limited by experience and knowledge.

Margot Schenk — Faculty associations should strive to have librarians share equally with teaching faculty.

As well, when "complement reductions" occur in libraries the impact on librarian workloads affects how will we can ptovide service. Day-to-day reference at many libraries may be handed over to non-professional library employees. Whar will be the effect of these changes on faculty and students with complex research questions? Services to non-traditional students, such as persons with disabilities or older adults returning to university in the evening (many of whom are women) may be curtailed.

The language of clauses in collective agreements concerning redundancy and exigency must spell out protections for librarians in the face of technological change. Librarians must be consulted at all points in the process to ensure that we will be retrained and redeployed in ways sensitive to our professional abilities.

The effect of cutbacks in library budgets has its greatest impact on scholars in less mainstream disciplines or in academic fields with relatively lower profiles. When serials are cut, libraries have to weigh the cancellation of several moderately-priced, but less critical journals against that of a few indispensable, more costly ones. These implications can be of special importance to women, visible minorities, and others who represent non-mainstream interests.

Given that scholarly journals also reflect particular theoretical, methodological or ideological approaches, there is the additional risk that journal cuts may not be ideologically neutral, that the diffusion of alternate or non-standard viewpoints might be restricted.

Your library is an important part of the inclusivity of your university. What do students think of a university where only the mainstream views are reflected in the library collection?

Fight for an adequate budget for the library so that when teaching faculty refer students to *Black Athena* it will be waiting for them on the shelf.

Arnie Kahn, quoted in *Women and CAUT News* (vol. 7, no.2, Spring, 1994) recounted an exchange in his class, as follows: This has been a great semester in my Psychology of Women and Gender Class. Today a student asked, "How do you respond when people ask, 'Why is there a women's resource centre on campus and not a men's resource centre?'" Another student replied: "The university library is the men's resource centre."

With over two-thirds of librarians female, we suffer from the same discrimination, often hidden, as our female faculty colleagues. Studies are underway to determine the effect of gender on merit increases and promotion among librarians. Disproportionate numbers of male librarians have become administrators.

We need more women on union executives and negotiating teams. Faculty associations should consider the frequently untapped resource of women librarians for committee positions. And the CAUT should offer training and experience to women academics, including librarians, so that they will be prepared to share the power and the responsibility. ♀

(Margot Schenk, Chair, CAUT Librarians' Committee. Excerpts from a talk delivered at the CAUT Status of Women Conference, September 30, 1994, Vancouver, British Columbia.)

▶ *FROM PAGE 7*

result of a deliberate strategy. These have included the availability of Sisters as a pool of talent, the presence of educated wives of male faculty at other Halifax universities, the particular Mount degree programs, and mentoting by some department chairs.

The presence of the other categories of under-represented groups defined under the Federal Contractors Program — people of native ancestry, visible minorities and people with disabilities — is far less compelling. The Mount is only now about to embark on the census to self-identify membership in these groups. It is likely we are very similar to most campuses; some individuals from these groups are represented on campus, but like the represenration of women overall, this is not conscious, but accidental.

Jane Gordon — Have we solved equity problems?

The term equity culture is in the process of evolving. I can think of several different ways to define and measure it, in addition to a numerical count of representation. One measure might be what happens to women and men as they progress through faculty careers. The Mount evidence suggests that men are over-represented in higher academic tanks, probably resulting from a faster progression through the ranks than women. The traditional criteria used to evaluate faculty in academia do not appear to serve women as well as they serve men.

Another indicator of equity culture might be curriculum issues. Courses about women are taught in a numbet of departments and a department of Women's Studies exists. The latter, howevet, is small and understaffed. Entering Mount students are no better informed on issues abour women than their peets; although there is some evidence that graduating students are. Learning about women is part of the culture, throughout the curriculum or in targeted courses. There is less information on the teaching and learning about other groups.

A third indicator of equity culture is the efforts at recruitment of students, faculty, and other employees or members of the university community from under-represented groups. Here evidence is spotty and mixed. In the past few years access to campus has improved with tamps and doors that allow wheelchair access. Unfortunately the most recently constructed building, now about six years old, was designed before sensitivity on these issues emerged, and entry is not particularly easy for individuals in wheelchairs.

Faculty are governed by the non-discrimination article in the Collective Agreement. The Board has actively recruited some individual members who are members of the designated communities. Howevet, the Board, administration and faculty have all been fat more successful at recruiting white women than either women or men who belong to the other groups.

The gender composition of the faculty exists independent of any involvement of the faculty association. The faculty association, in the development of its negotiating posrion fot the first collective agreement, worked hard fot tecognition of the previous work of many of our faculty in careers related to, but outside of, their academic appointment and as part-time faculty members. These are factored into our salary scale.

My reading of the situation is that, fot the most part, the Faculty Association and its members have very little direct concern with whatever we mean by equity culture. Because we have a large number of women on campus, as faculty (and as administrators and students), many members of the Mount community and the faculty association assume we have 'solved' equity problems. There is little concetted effort to address systemic problems, such as promotion rates or curriculum content. We don't address issues around gender equity because we don't think we have a serious problem. We barely begin to acknowledge some of the systemic issues for groups whose need for equity concerns arises from other reasons. ♀

(Jane Gordon, Dept. of Sociology, Mount Saint Vincent University, member of CAUT's Status of Women Committee 1985-1989, Chair of the Status of Women Committee 1986-1989.)

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

Margaret Mead

Women in Post-Secondary

Each year, the CAUT Status of Women Committee publishes the available data from Statistics Canada (Post-Secondary Education Section) on the proportion of women in doctoral programs and the proportion of doctoral degrees awarded to women. Statistics Canada has collected data on part-time academics since 1991/92, and in 1994, the proportion of women in part-time positions was added to this statistical profile. Unfortunately, the 1993 current estimates as calculated by Statistics Canada are not yet final and cannot be released publicly. The figures for full-time faculty are final for 1993, but exclude Quebec. This year, we include three additional sources of information related to women in post-secondary education. We provide a breakdown, by province and institution, of the proportion of women in full-time appointments. Also, we show the distribution of faculty by gender, type of appointment and rank. Finally, we provide an update on the Federal Contractors Program. ♀

Le Comité du statut de la femme publie chaque année les données disponibles de Statistique Canada (Section de l'éducation postsecondaire) sur la proportion des femmes dans les programmes de doctorat et la proportion de doctorats décernés aux femmes. Statistique Canada recueille des données sur les universitaires à temps partiel depuis 1991-1992, et en 1994, on a ajouté les statistiques sur les femmes travaillant à temps partiel. Malheureusement, les estimations actuelles pour 1993 calculées par Statistique Canada ne sont pas encore définitives et ne peuvent être rendues publiques. Les données pour les professeurs à temps plein sont définitives ▶

Update: Federal Contractors Program

The Program

The main objective of the Canadian Federal Contractors Program is to ensure that contractors who do business with the Government of Canada achieve and maintain employment equity in their workforce. The program applies to contractors who employ at least 100 people and who want to bid on federal contracts of $200,000 or more. As a condition of their bid, these suppliers must commit themselves to implementing employment equity and to achieving a fair and representative workforce. If employment equity measures are not created and implemented, the contractor may lose the opportunity to compete for future government business.

Under the program, an institution certifies in writing its commitment to an employment equity program. An initial report is submitted, and the Canadian Employment and Immigration Commission may conduct a review to determine whether the contractor has complied with its program. The reviews are based on eleven criteria. During the review process, government officials conduct an initial investigation, one year later make a second visit, and then the review is closed. Subsequent reviews may be undertaken two years after the institution has been found in compliance.

The Institutions

Currently, forty universities and colleges have been certified under the program, including thirty-one universities. Of the thirty-one, two have not yet received contracts and, therefore, are ineligible for a compliance review. Sixteen have received contracts and have been shown to be in compliance with the program. One of these has since withdrawn from the program. Two universities have been awarded contracts and have been shown to be in compliance with the program on a follow-up review. To date, there have been no negative reviews in the university sector; only one withdrawal. The following table indicates the status of universities certified under the Federal Contractors Program as of March 1995. ♀

UNIVERSITIES TO WHICH CONTRACTS HAVE BEEN AWARDED

Currently Under 1st Review
Mount St. Vincent
Memorial

In Compliance (1st Review Completed)
Queen's
Waterloo
Windsor
York
Western Ontario
Simon Fraser
Victoria
TUNS
Concordia
McGill
Laval
École Polytechique
UQAM
Montrêal *(withdrawal from program)*
Alberta
Saskatchewan

Currently Under Follow-Up Review
McMaster
Dalhousie

Still On Compliance (Follow-Up Review Completed)
Carleton
Guelph
Ottawa
Toronto
Fraser Valley
UBC
Calgary
Manitoba
UNB

CONTRACTS NOT YET AWARDED
Regina
Trent

WOMEN ENROLLED IN FULL-TIME DOCTORAL PROGRAMS BY FIELD, 1992-94

DISCIPLINE	1992-93 PHD STUDENTS		1993-94 PHD STUDENTS	
	Number of Women	*Percent of Total*	*Number of Women*	*Percent of Total*
Arts & Science *(General)*	**117**	**62.57**	**190**	**63.76**
Education	**1054**	**59.92**	**1119**	**61.01**
Fine & Applied Arts	**109**	**46.19**	**128**	**52.03**
Humanities	**1566**	**45.87**	**1716**	**47.47**
English	407	54.34	437	56.39
French	183	56.48	199	57.85
History	249	39.90	275	40.56
Library Sciences	14	48.28	16	51.61
Other Modern Languages	247	55.38	264	56.53
Philosophy	122	28.24	144	32.00
Religion & Theology	159	36.14	179	36.38
Other	185	51.82	202	53.44
Social Sciences	**1947**	**44.66**	**2160**	**46.97**
Anthropology	130	59.09	158	61.72
Regional Studies	17	39.53	18	48.65
Business, Commerce, etc.	148	29.72	181	33.33
Economics	102	22.37	97	21.46
Environmental Studies	33	31.13	51	35.17
Geography	106	30.29	114	32.57
Law	26	33.33	27	35.06
Political Science	174	29.74	182	31.11
Psychology	885	64.98	994	66.58
Social Work	31	49.21	33	54.10
Sociology	266	50.86	276	52.37
Other	29	39.19	29	39.73
Agriculture & Biological Sciences	**717**	**33.33**	**792**	**35.08**
Agriculture	159	28.55	164	28.23
Biochemistry	69	35.20	80	35.40
Biology	272	33.50	302	35.08
Botany	40	38.46	44	43.56
Household Science	70	67.96	75	70.09
Veterinary Medicine	30	30.61	44	36.36
Zoology	71	27.41	76	31.15
Other	6	27.27	7	41.18
Engineering & Applied Sciences	**359**	**10.59**	**418**	**11.50**
Architecture	12	36.36	11	27.50
Engineering				
Chemical	40	12.01	53	14.64
Civil	57	9.98	73	10.49
Electrical	87	9.51	83	8.59
Mechanical	53	8.77	66	9.87
Other	76	9.87	91	10.47
Forestry	34	21.52	41	25.00
Health Professions	**902**	**43.30**	**998**	**45.26**
Dentistry	7	20.00	10	29.41
Medicine	700	41.13	741	42.44
Nursing	26	96.30	38	97.44
Pharmacy	48	42.48	49	40.50
Rehabilitation	16	84.21	15	75.00
Other	105	56.15	145	59.67
Mathematics & Physical Sciences	**668**	**18.70**	**702**	**19.13**
Chemistry	251	22.80	275	24.19
Computer Science	81	16.27	82	15.53
Geology	64	15.53	57	13.73
Mathematics	115	18.37	127	20.26
Physics	126	15.56	124	14.98
Other	31	24.80	37	27.40
TOTAL	**7439**	**35.19**	**8223**	**36.82**

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3 Sarah Shorten Award/ Award Recipients
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6 Academic Freedom
7 Role of Faculty Association
8 CAUT Policy Statements & Collective Agreement Articles

Education

pour 1993 mais excluent le Québec. Cette année, nous ajoutons trois autres sources d'information sur les femmes dans l'enseignement postsecondaire. Nous donnons la répartition proportionnelle des femmes occupant des postes à temps plein par province et par établissement d'enseignement. En outre, nous illustrons la répartition du corps professoral selon le sexe, le type de nomination et le rang. Enfin, nous faisons une mise à jour du Programme de contrats fédéraux.♀

FULL-TIME FACULTY BY GENDER, TYPE OF APPOINTMENT AND RANK 1993

FEMALE Tenured/Leading to Tenure

FEMALE Contract

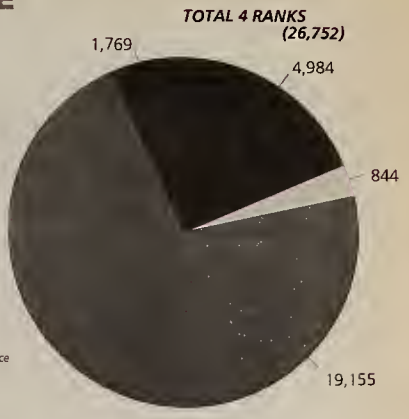
MALE Contract

MALE Tenured/Leading to Tenure

NOTE: The pie charts reflect unpublished data.

The data for Canada include a number of theological & other campus colleges. Data for universities in Quebec are not yet available & are not included here

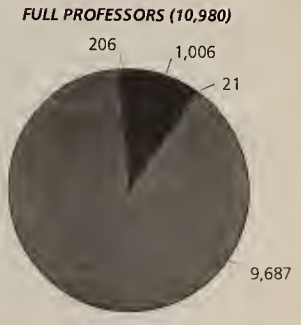
The actual numbers have been included for each pie piece



WOMEN GRANTED DOCTORATE DEGREES BY MAJOR DISCIPLINE, 1989, 1992 & 1993

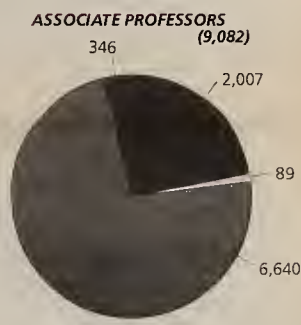
DISCIPLINE	1989 DOCTORATES		1992 DOCTORATES		1993 DOCTORATES	
	Number of Women	Percent of Total	Number of Women	Percent of Total	Number of Women	Percent of Total
Education	127	46.0	200	54.95	171	54.5
Fine & Applied Arts	8	40.0	13	56.52	13	48.2
Humanities	127	41.6	167	45.14	133	38.4
Social Sciences	215	42.2	253	42.88	271	44.5
Agriculture & Biological Sciences	85	27.2	109	28.61	107	28.4
Engineering & Applied Sciences	19	5.8	44	8.21	56	11.2
Health Professions	117	39.0	168	42.11	138	41.2
Mathematics & Physical Sciences	79	15.8	92	15.54	99	16.8
TOTAL	783	30.4	1060	32.23	1000	31.9

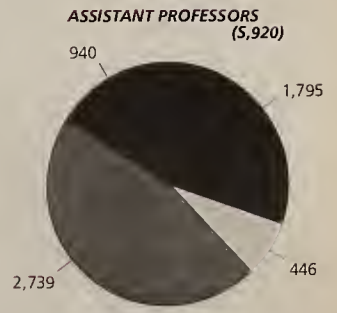
NOTE: The total includes a number of doctoral degrees for which the discipline is not known.

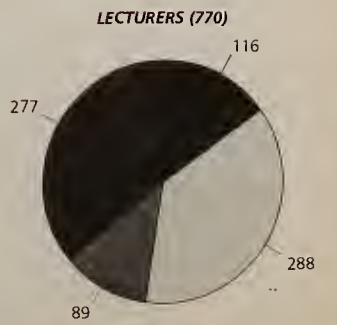


FULL-TIME UNIVERSITY FACULTY BY TYPE OF APPOINTMENT, GENDER & INSTITUTION, 1993

	UNIVERSITY	TENURED			LEADING TO TENURE			TOTAL		
		Female	Total	% Female	Female	Total	% Female	Female	Total	% Female
NF	Memorial	150	758	19.79	57	147	38.78	207	905	22.87
PE	PEI	12	116	10.34	25	57	43.86	37	173	21.39
NS	Acadia	28	158	17.72	17	37	45.95	45	195	23.08
	Sainte Anne	7	21	33.33	2	8	25.00	9	29	31.03
	Dalhousie	135	638	21.16	51	125	40.80	186	763	24.38
	Mount St. Vincent	57	108	52.78	29	37	78.38	86	145	59.31
	TUNS	2	83	2.41	2	13	15.38	4	96	4.17
	St. Francis Xavier	20	112	17.86	17	48	35.42	37	160	23.13
	Saint Mary's	26	159	16.35	19	49	38.78	45	208	21.63
	Cape Breton	10	71	14.08	7	14	50.00	17	85	20.00
NB	Mount Allison	15	101	14.85	2	12	16.67	17	113	15.04
	New Brunswick	68	438	15.53	35	107	32.71	103	545	18.90
	Moncton	49	238	20.59	24	51	47.06	73	289	25.26
	Shippagan	8	18	44.44	3	3	100.00	11	21	52.38
	Saint Louis Maillet	4	38	10.53	3	13	23.08	7	51	13.73
	St. Thomas	11	55	20.00	3	4	75.00	14	59	23.73
PQ	CMR	3	53	5.66	-	6	0.00	3	59	5.08
ON	Brock	51	254	20.08	29	56	51.79	80	310	25.81
	Carleton	111	617	17.99	56	101	55.45	167	718	23.26
	Guelph	94	633	14.85	42	108	38.89	136	741	18.35
	Lakehead	24	206	11.65	23	50	46.00	47	256	18.36
	Laurentian	41	207	19.81	29	87	33.33	70	294	23.81
	Algoma	6	28	21.43	-	2	0.00	6	30	20.00
	Hearst	5	9	55.56	3	6	50.00	8	15	53.33
	Laurentian *(Sudbury)*	1	8	12.50	1	5	20.00	2	13	15.38
	McMaster	131	795	16.48	62	139	44.60	193	934	20.66
	Ottawa	151	731	20.66	93	257	36.19	244	988	24.70
	Queen's	90	693	12.99	58	129	44.96	148	822	18.00
	Toronto	235	1460	16.10	73	205	35.61	308	1665	18.50
	OISE	27	103	26.21	18	35	51.43	45	138	32.61
	Trent	32	170	18.82	17	32	53.13	49	202	24.26
	Waterloo	70	658	10.64	41	109	37.61	111	767	14.47
	Western	88	763	11.53	53	149	35.57	141	912	15.46
	King's	4	39	10.26	9	19	47.37	13	58	22.41
	Windsor	67	420	15.95	42	57	73.68	109	477	22.85
	York	198	916	21.62	88	160	55.00	286	1076	26.58
	Wilfrid Laurier	25	183	13.66	15	45	33.33	40	228	17.54
	RMC	7	130	5.38	1	14	7.14	8	144	5.56
	Ryerson	149	486	30.66	14	42	33.33	163	528	30.87
	Nipissing	2	30	6.67	9	17	52.94	11	47	23.40
MB	Brandon	13	106	12.26	4	13	30.77	17	119	14.29
	Manitoba	129	906	14.24	57	175	32.57	186	1081	17.21
	St. Boniface	8	29	27.59	-	-	-	8	29	27.59
	Winnipeg	32	174	13.39	15	33	45.45	47	207	22.71
SK	Saskatchewan	93	775	12.00	52	120	43.33	145	895	16.20
	St. Thomas More	3	17	17.65	1	3	33.33	4	20	20.00
	Regina	53	290	18.28	12	49	24.49	65	339	19.17
AB	Alberta	306	1499	20.41	-	-	-	306	1499	20.41
	Calgary	148	904	16.37	76	228	33.33	224	1132	19.79
	Augustana	3	37	8.11	4	19	21.05	7	56	12.50
BC	British Columbia	244	1423	17.15	129	391	32.99	373	1814	20.56
	RMC	1	33	3.03	-	-	-	1	33	3.03
	Simon Fraser	69	440	15.68	54	144	37.50	123	584	21.06
	Victoria	77	456	16.89	85	177	48.02	162	633	25.59







CAUT Status of Women Committee Conference

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Collective Action for Equity

November 2 - 4
Windsor, Ontario

The 1995 CAUT Status of Women Conference will focus on building an equity culture on university campuses across constituencies. For equity to be a reality in our work and social relations on campus, an equity culture must be shared. All members of the university community need to be shareholders both in the process of achieving equity and in the practice of equity. This conference will provide the space for a discussion of how faculty and faculty associations with staff, student, and administrative constituencies can work to transform the university

Thursday, November 2
Willistead Manor

CONFERENCE OPENING & RECEPTION

The Conference Opening and Reception will be held at Willistead Manor, one of Windsor's finest historical homes, at 6 p.m. Willistead Manor, a refreshing change from hotel ballrooms, will provide a relaxed and intimate setting to enjoy a variety of hot and cold hors d'oeuvres, an introduction to the conference, a few words from our keynote speaker, and some entertainment. The area surrounding Willistead Manor, Old Walkerville, is a distinct community totally planned and almost entirely owned by the family of Hiram Walker in the early 20th century. Conference participants can enjoy a walking tour prior to the opening reception.

Friday, November 3
Windsor Hilton

SETTING THE GROUNDWORK FOR EQUITY ACTION

The day will begin with a Keynote Address followed by panelists representing the university community to kickoff the discussion of collective action for equity. Establishing the tasks and goals for collective action, identifying the problems of collective action, and developing strategies for success will be the priorities for the day. Participants will exchange, discuss, share, and debate with each other en masse or in small group settings. The Friday agenda will take place in the Hilton Ballroom overlooking the Detroit skyline. The highlight of the day will be the Sarah Shorten Luncheon. The 1995 recipient of the Sarah Shorten Award will deliver an address after lunch.

Saturday, November 4
Windsor Hilton

CONCURRENT SESSIONS & CLOSING PLENARY

On Saturday morning three concurrent sessions will address issues related to collective action:

- Unions and their Politics: Making a Place for Women
- Coalition Bargaining: Collective Bargaining Across Constituencies
- Working with Cross Constituency Committees.

On Saturday afternoon, following lunch on your own, the participants will reconvene for a presentation of the CAUT Status of Women Committee's climate guidelines. Invited speakers and committee members will discuss the conduct of such surveys, present instruments for assessing the climate, and report on successful surveys.

Sunday, November 5
Windsor Hilton

PROVINCIAL & NATIONAL ASSOCIATIONS & UNION MEETING

Sunday morning will be set aside for a meeting of representatives from provincial and national faculty associations and unions to discuss strategies for their collective action for equity and strategies for mobilizing across universities.

The CAUT Status of Women Committee has taken your comments on our past conferences into account. We have structured our conference to provide you with more opportunity for discussion and reflection, a more relaxed pace, and more time to unwind than our prior conferences. Watch for updates on the conference in the next issue of *Women and CAUT News*. Our guest speakers, our panelists, and our entertainment will be finalized soon.

Congrès du Comité du statut de la femme de l'ACPPU

CRÉER des ALLIANCES 1995

L'Action collective en vue de l'équité

Du 2 au 4 novembre
Windsor, Ontario

Le congrès de 1995 du Comité du statut de la femme portera sur l'établissement d'une culture de l'équité entre les divers groupes des universités. Pour que l'équité se réalise dans notre travail et nos relations sociales sur les campus, il faut partager une culture de l'équité. Tous les membres de la collectivité universitaire doivent s'unir pour réaliser ensemble l'équité et la mettre en pratique. Le congrès donnera l'occasion de discuter sur la façon dont les professeurs et les associations de professeurs, de concert avec le personnel, les étudiants et les services administratifs, peuvent collaborer pour transformer l'université.

Le jeudi 2 novembre
Manoir Willistead

OUVERTURE ET RÉCEPTION

L'ouverture du congrès et la réception se dérouleront au manoir Willistead, l'une des plus belles maisons historiques de Windsor, à compter de 18 h. Le manoir, qui nous changera agréablement des salles d'hôtel, sera un endroit relaxant et intime pour débuter le congrès où nous pourrons goûter à une gamme de hors-d'oeuvre froids ou chauds, tout en écoutant la conférencière ou le conférencier d'honneur et en nous divertissant. Old Walkerville, la région où est située le manoir Willistead, est une collectivité distincte entièrement conçue par la famille de Hiram Walker au début du 20e siècle et dont elle est presque entièrement propriétaire. Avant la réception, les déléguées pourront faire une promenade à pied sur les lieux.

Le vendredi 3 novembre
Windsor Hilton

PRÉPARER LE TERRAIN DE L'ÉQUITÉ

Un discours-programme lancera la journée. Un groupe de spécialistes représentant la collectivité universitaire donnera ensuite le coup d'envoi à une discussion sur l'action collective en vue de l'équité. La priorité de la journée consistera à déterminer les tâches et les objectifs de l'action collective, l'identification de ses problèmes et l'élaboration de stratégies qui contribueront à sa réussite. Les déléguées échangeront des idées entre elles et discuteront en groupe ou en équipe. Cette journée-là, le congrès se déplacera dans la salle Hilton qui a vue sur Détroit. Le déjeuner en l'honneur de la récipiendaire du prix Sarah-Shorten sera le clou de la journée. La récipiendaire de 1995 prononcera une allocution après le déjeuner.

Le samedi 4 novembre
Windsor Hilton

SÉANCES SIMULTANÉES ET PLÉNIÈRE

Le samedi, en matinée, trois séances simultanées porteront sur des questions reliées à l'action collective :

- La politique syndicale : faire une place aux femmes
- La négociation en coalition : la négociation collective entre des groupes
- Collaborer avec des comités inter-groupes

Le samedi après-midi, après le déjeuner libre, on présentera aux déléguées les lignes directrices sur le climat du Comité du statut de la femme de l'ACPPU. Des conférencières invitées et des membres du comité traiteront des enquêtes menées, des instruments actuels servant à évaluer le climat et feront un compte rendu des enquêtes qui ont porté fruit.

Le dimanche 5 novembre
Windsor Hilton

RÉUNION DES ASSOCIATIONS ET SYNDICATS NATIONAUX ET PROVINCIAUX

Dimanche matin, des représentants d'associations et de syndicats provinciaux et nationaux se réuniront pour discuter de leurs stratégies collectives en matière d'équité et pour mobiliser les divers groupes universitaires

Le Comité du statut de la femme a tenu compte de vos commentaires des derniers congrès. Il a organisé le présent congrès de manière à ce que vous ayez davantage l'occasion de discuter et de réfléchir, à un rythme plus calme, et à ce que vous ayez plus de temps pour vous détendre. Surveillez les faits nouveaux sur le congrès dans le prochain numéro de *Women and CAUT News*. Nous déterminerons définitivement les conférencières et conférenciers, les spécialistes et les activités de divertissement bientôt.